

TEAMSTERS

United Parcel Service National Negotiating Committee

25 LOUISIANA AVENUE, N.W., WASHINGTON, D.C. 20001

December 7, 1992

TO: All Conferences and Local Unions Signatory to
Agreements and Supplements Covering
United Parcel Service Employees

RE: Guidelines for Affiliates for Responding
to UPS Surveys and Meetings

Dear Brothers and Sisters:

It has come to our attention that UPS has been conducting surveys and meetings with members and stewards regarding the upcoming negotiations and contract changes. UPS's actions are a thinly disguised attempt to do an end run around the Union and deal directly with our members regarding the upcoming negotiations and contract changes. One danger of such surveys and meetings is that they allow UPS to try to pit the members against the Union. The federal labor laws prohibit such end runs (called "direct dealing") around the Union.

Some of you have asked whether UPS's surveys and its meetings with our members are unlawful. To respond to your questions, and to try to prevent UPS from dividing the Union from its members, we have put together a set of guidelines for your use in responding to any attempted surveys or meetings conducted by UPS in your local. An article in the upcoming issue of the Teamster Magazine will also discuss UPS surveys of and meetings with members. Please feel free to call with any questions. Also, don't forget to call me or International Representative Patricia Callahan if UPS does try to or has set up any surveys or meetings with our members.

GUIDELINES

1. Whether a survey, poll, or membership meeting called by UPS is improper depends upon what UPS management discusses or asks.

a) Improper Subjects

- i) Upcoming negotiations: UPS cannot question members about any subjects that may be discussed during upcoming negotiations. If the question or topic involves upcoming negotiations generally or, specifically, possible subjects for negotiations -- such as wages, bonuses, incentive pay, sick pay, holiday pay, health or pension benefits,



vacation, competition, subcontracting, seniority, job assignments, issues involving discipline, drug testing, grievance and arbitration procedures, working conditions, similar terms and conditions of employment or any other item that will or may be discussed in upcoming negotiations -- then the survey, poll or meeting probably violates federal labor law.

- ii) The current contract: Under most circumstances, UPS cannot question members about changing any current contract terms, adding new contract terms or about what they like or dislike about the current contract. For example, discussions or questions concerning health or pension benefits are improper if UPS is not merely explaining how to obtain current benefits, but is soliciting members' views on the adequacy of such benefits and how they would like such benefits to change.
- iii) Contract proposals: UPS cannot present its contract proposals to members before presenting them to the Union and cannot poll members about their views on contract proposals. UPS can, however, inform the members of its proposals as long as it has already presented its proposals to the Union and as long as it doesn't solicit members' views on the proposals. As negotiations have not started and, therefore, UPS has not yet formally presented any proposals to the Union, any discussion at this time of proposals with our members is improper.

2. Whether a UPS survey, poll, or membership meeting is improper may also depend upon when the survey, poll or meeting takes place: If it takes place "shortly before" negotiations are to commence, then a meeting, poll or survey to discuss upcoming negotiations is more likely to be found unlawful. Because the term "shortly before" is interpreted broadly, any surveys, polls, and meetings held from here on out should be considered improper and should immediately be reported to me or Ms. Callahan.

STEPS TO TAKE NOW:

- a) You should establish a reliable, efficient network to insure that your local learns of UPS's surveys, polls and meetings as soon as any bargaining unit member does.



- b) You should notify the International Union by TITAN of any proposed meeting or survey. Your TITAN should be directed to me at Titan Terminal PSPD. Sending a TITAN to the International will enable us to coordinate responses and to assist you in effectively combatting UPS's attempts to undermine the Union. The International can also determine whether any further action should be taken.
- c) Once you have learned of a proposed survey, poll and meeting, you should also immediately request, both orally and in writing, that the appropriate UPS manager(s) provide you with a copy of the survey or poll questions and inform you of the specific subject matter to be discussed at any meeting.
- d) You should also request that UPS bargain with the Union over the manner in which a survey or poll is to be conducted or the manner in which a meeting is to be held if the subject appears to be improper. (See No. 1 above.)

I hope these guidelines will assist you in effectively combatting any attempts by UPS to directly deal with our members. I am confident that, with your help in this and other areas, we will enter UPS negotiations as a force with which to be reckoned.

Fraternally yours,

Mario F. Perrucci

Mario F. Perrucci, Co-Chair
Teamsters UPS National
Negotiating Committee

MFP/mcb

TEAMSTERS UPS **CONTRACT UPDATE**

NO. 1 MARCH 29, 1993

Negotiations Opened March 25

TEAMWORK, MEMBERS' INVOLVEMENT ARE KEYS TO GOOD CONTRACT

The Teamsters campaign for a good new contract at UPS this year is underway.

Our National Negotiating Committee, headed by General President Ron Carey and International Vice President Mario Perrucci, presented our union's opening proposals to UPS management on March 25.

This is the first in a series of Teamsters UPS Contract Updates that you will be receiving until a new contract has been negotiated and ratified by the membership. Future editions of the Update will be distributed through your local union.

CONTRACT PROPOSALS COME FROM THE MEMBERS

The contract proposal package is the most sweeping the union has ever given to UPS.

- **Input from members and locals.** The proposal package is based on the results of the contract survey returned by more than 54,000 rank-and-file Teamsters, as well as input from hundreds of meetings involving members, stewards, and local union leaders throughout the country.

The National Negotiating Committee reviewed thousands of proposals sent in from the locals before preparing the package.

At a meeting in Dallas March 16, the National Negotiating Committee discussed the package with representatives of UPS locals and received suggestions on a number of issues.

- **A bargaining team that represents the membership.** The 40-member National Negotiating Committee comes from all levels of the union.

The bargaining team has members from every Teamster Conference who between them bring to the table hundreds of years of experience dealing with the company.

- **National leaders elected by the membership.** For the first time in Teamsters history, the co-chairs of the National Negotiating

Committee, Ron Carey and Mario Perrucci, are International Union leaders directly elected by the union membership.

"Our members have spoken," said President Carey. "Now it's up to everyone in this union to work toward these goals."

Key issues addressed in the proposals include—

- Limits on harassment over productivity.
- Action on job safety and health problems.
- A substantial increase in pay and benefits, including significant movement toward equal pay for people doing the same work.
- Improved pension, health and welfare contributions and benefits.
- A more effective grievance process.
- Greater job security and job opportunity for both full-time and part-time workers.

"You never win everything you ask for in negotiations, but the members can be assured of two things," Vice President Perrucci said.

"First, that our goals are what the members wanted. And second, that we will involve the entire union in an all-out effort to achieve as many of those goals as we can."

KNOW YOUR NATIONAL NEGOTIATING COMMITTEE

The following are members of the 1993 Teamsters UPS National Negotiating Committee.

Central Conference of Teamsters. Dan Darrow, Local 348. Ronald Strzelecki, CCT. Richard Heck, 638. Tom Nightwine, Local 957. Joe Pierani, Local 407. Bill Lichtenwald, Local 20. Jim Esser, Local 243. Tom Trenaman, Local 89. Leroy Ellis, International Vice President, liaison for Locals 705 and 710. Tom Dimino, Local 435.

Eastern Conference of Teamsters. Bill Miley, Local 170. Bill Mackey, Local 294. Frank Posato, Local 118. Tom Griffith, Local 776. Ken Hall, Local 175. Dan Schmidt, ECT. Dan Raimondo, Local 177. Howard Redmond, Local 804. Ron Miller, Local 30. Howie Kahn, Local 177.

Southern Conference of Teamsters. Larry Garner, Local 516. Ken Redding, Local 728. Richard Hammond, Local 988. John Riojas, International Vice President. Jackie Jenkins, International Representative. Peter Cheng, Local 480. Ken Wood, Local 79.

Western Conference of Teamsters. Jack Bookter, WCT. Carolyn Robinson, Local 315. Randy Cammack, Local 63. Jim Roberts, WCT. Gabe Ybarrolaza, Local 70. Ed Mireles, Local 952. Earl Brandt, Local 2.

Note Takers. National Master—John Catlett, Local 639; Bob Hasegawa, Local 174. Air—Mike Brannan, Local 344. Safety & Health—Dan Campbell, Local 344.

From now on, your Local will give you your CONTRACT UPDATE

Future editions of the Teamsters
UPS Contract Update will not be
mailed to your home.

Instead, they will be shipped
to your local union, which will dis-
tribute them to you.

National Air Committee

Dan Darrow, Chairperson.

National Safety and Health Committee

Richard Hammond, Chairperson.

Trailer Repair Shop Committee

Bill Lichtenwald, Chairperson.

Change-Of-Operations Committee

Randy Cammack, Chairperson.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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TEAMSTERS UPS CONTRACT UPDATE

NOV 21 NOV 14 1993

UPS STONEWALLS IT'S TIME TO SEND THEM A MESSAGE

UPS is facing our most complete set of proposals ever for improving the contract.

Management has made clear that it doesn't want to deal with many of the important issues we are raising.

Instead, the company is asking for backward steps in key parts of your contract.

The membership is going to have to give management a strong message that we expect a decent contract this year.

This bulletin tells what's been going on in the negotiations, and what you can do to send UPS a message.

GET UPS OFF OUR BACKS!

Every UPS worker faces it.

The pressure from management.

The harassment over productivity.

The inadequate job security and job opportunity.

We've made this company successful—but corporate success should not come at our expense.

That's what the 1993 contract negotiations are about. It's time to get this company off our backs, and make them start treating us with respect.

We've proposed a fair agreement.

We began negotiations by giving the company detailed proposals that included:

- Limits on harassment over productivity.
- Action on job safety and health problems.
- A substantial increase in pay and benefits.
- Improved pension rights and contributions.
- A more effective grievance process.
- Greater job security and job opportunity for both full-time and part-time workers.
- Protection for drivers on loss and damage and money verification incidents, so our members are not used as insurers for the company.
- Stopping supervisors from doing bargaining unit work.

On May 13, our National Negotiating Committee led by co-chairs Ron Carey and Mario Perrucci gave management our economic proposals.

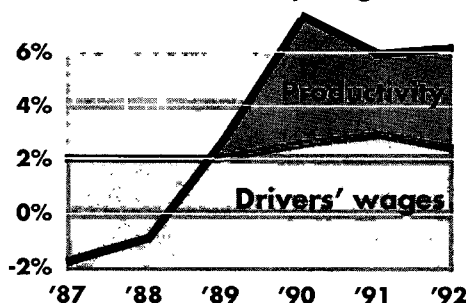
Our negotiators asked for a significant increase in wages, health and welfare, and pension benefits.

The company paid its stockholder group \$293 million in dividends last year, and increased the stock value by tens of thousands of dollars for the largest shareholders. Profits like these should go to the employees whose brains and backs built the company into the giant multinational it is today.

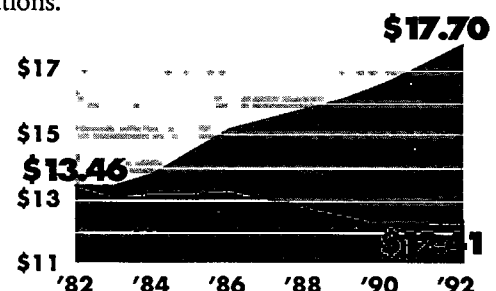
The company significantly increased prices in February, creating a revenue pool of several hundred million new dollars in the coming year. This increase, above the inflation rate, gives the company extra money to help cover contract improvements.

In addition, the company has said the European expansion losses will end in 1994, freeing up hundreds of millions of dollars the company had pumped into the overseas operation the past few years.

**UPS Productivity Rises
Faster than Hourly Wages**



**Our Wages Buy Less
Than in 1982**



While wages for drivers have gone up to \$17.70, they are worth only \$12.41 in 1982 dollars because of inflation.

COMPANY PROPOSES BACKWARD STEPS ON JOB SECURITY, RIGHT TO STRIKE

UPS announced at the bargaining table that it wants to use rail and independent truckers to move packages for a new 3-day service.

This would mean taking work that can and should be done by union members and diverting it to low-wage, non-union employers.

It also would decrease the bargaining power of all union members at UPS.

"3 Day Select" is an important service for UPS, but it should not be used as a tool to undermine our jobs and our futures.

Management has also proposed to eliminate from the contract our right to take action when management deliberately violates the contract it signed.

This is what UPS means by "flexibility"—the right to make us work even harder and to take away our rights and our security.

A GOOD UPS CONTRACT DEPENDS ON YOU

General President Ron Carey and Vice President Mario Perrucci are letting UPS know that we will fight for a good contract this year.

But it's not enough for the company to hear it from them. Management has to hear it from every Teamster member.

Here's how you can help:

- **Stay informed.** Don't rely on rumors or UPS propaganda. If you have a question about negotiations, ask your steward and your local union. Your local union will be kept informed through regular updates about negotiations.
- **Tell management to bargain with the union.** Management offers pizza parties or coffee and donuts in an effort to divide us. If you are asked about bargaining issues, please tell management that you support your Teamsters negotiating team, and that's who they should talk to. Then contact your steward, because management's actions might be a violation of labor law.
- **Show your support for the negotiating team.** Local unions will be organizing actions to show unity behind our bargaining proposals.
- **Be prepared for a difficult fight.** Our contract proposals are serious. We must show UPS management that the membership is prepared to fight against any offer that attempts to go around our elected leaders.



Teamsters Establish Ties with UPS Unions in Europe

On behalf of General President Carey, International Vice President Mario Perrucci signed a joint cooperation agreement between the Teamsters Union and the Transport and General Workers' Union of Great Britain and Ireland (T&G).

The two unions will exchange information about corporate developments and employment conditions at UPS in both countries. Perrucci also met with union leaders from Italy and Germany. UPS has spent \$1 billion on expansion in Europe in recent years.

UPS GAINS PROFITABLE NEW ACCOUNTS, RAISES RATES

Already one of the most profitable companies in America, UPS has recently taken more steps that make it even richer.

- 1** UPS and JC Penney have signed a multi-year contract worth \$160 million. UPS will handle all air and ground package shipments.

It is one of the largest contracts in company history, and takes this work away from Roadway Package Service and Federal Express, two nonunion employers.

- 2** UPS won a multi-year contract to handle all of Woolworth's domestic air and ground package delivery business, again taking work away from RPS and FedEx.
- 3** UPS won the contract for Boeing's door-to-door international package shipments.
- 4** UPS recently signed a \$9 million contract with Citicorp to deliver domestic air express packages and documents.
- 5** UPS will handle overnight deliveries of repair parts for the General Motors European distribution network.

In February, UPS rates went up 3.8% for commercial surface packages and 7.4% for residential shipments.

Next-day air went up 4.9%, and second-day rose 5.9%.

The quality of the work Teamsters do at UPS allows it to raise its rates and maintain its strong position.

TEAMSTERS UPS CONTRACT UPDATE

NO. 6 JUNE 18, 1993

COMPANY WORRIED ABOUT UNION CONTRACT CAMPAIGN

UPS top management is worried that Teamsters at UPS might take action to win a good contract.

The company is distributing a detailed "Supervisor's Guide to Corporate Campaigns" to all managers.

The Guide warns that the Teamsters' strategy in other recent negotiations has been to "zero in on pressure points or perceived areas of vulnerability a company may have."

The Supervisor's Guide also says that, "in some cases, the International Union has helped locals plan media attacks" that "make the company appear as the villain in the negotiating process in the eyes of both the public and the employees."

In particular, the UPS Guide cites a June 3 news conference by General President Ron Carey and Vice President Mario Perrucci to announce the results of an independent medical study of job stress at UPS.

The study showing stress levels that endanger workers' health was covered on more than 250 radio and TV stations throughout the nation.

The news conference was part of a "carefully timed campaign" by the union "to win public support" with the purpose of "adding leverage to the Teamsters' negotiating position," the management Guide charged.

IS MANAGEMENT LISTENING?

UPS management still has given no serious response to our contract proposals for...

- ❑ Limits on harassment over productivity.
- ❑ A more effective grievance process.
- ❑ Action on job safety and health problems.
- ❑ Greater job security and job opportunity for both full-time and part-time workers.
- ❑ Protection for drivers on loss and damage and money verification incidents, so our members are not used as insurers for the company.

- ❑ Stopping supervisors from doing bargaining unit work.
- ❑ A substantial increase in pay and benefits.
- ❑ Improved pension rights and contributions.

Instead of talking about improvements, the company keeps trying to change the subject by proposing to take away the rights we already have.

For example, in negotiations the week of June 14, the company proposed changes to eliminate protection we have now on subcontracting, and to allow our work to be diverted to

either outside carriers or non-union UPS subsidiaries.

In addition, UPS has written to the federal government claiming it is not covered by the National Labor Relations Act, and that all charges against the company from local unions should be dismissed. This change the company proposed would also severely reduce our right to strike.

UPS had previously raised this issue in negotiations. After being challenged on it by President Ron Carey and Vice President Mario Perrucci, it had withdrawn the proposal, which it has now taken to the government.

UPS MANAGERS HAVE A SCRIPT

The UPS Employee Relations Department has given managers a script of what to say to Teamster members about the negotiations.

The script was issued in response to the factual information being provided to union members through the *Contract Updates*.

In one memo, supervisors were told to "use" their relationships with individual workers.

"As front-line management, you know the people best and have direct communications with them, both formally and informally. It is your responsibility to use this relationship with your people..." the memo says.

The UPS message that managers are supposed to give to workers boils down to one simple idea: any action that hurts management hurts workers, so workers should blindly accept whatever management offers in the negotiations.

Clearly, the company is worried about how much it has to lose if it provokes a confrontation.

But the way to avoid a confrontation is not to try to manipulate us and threaten us.

All the company needs to do is take our bargaining proposals seriously and reach a reasonable agreement.

So far, management hasn't shown any willingness to do that.

Protecting workers from hazardous materials continues to be a major problem for UPS.

As a result of an agreement with the federal Occupational Safety and Health Administration (OSHA), the company is supposed to have new procedures in place for hazardous spills.

But a spill on June 10 sent about 30 UPS workers to the hospital after being overcome by fumes in the Lenexa, Kansas facility.

The workers were made sick when a damaged package leaked a corrosive material. Its fumes affected the workers' ability to breathe.

After the spill, the building was evacuated and shut for six hours, until the spill was cleaned and removed by the local fire department.

The union has asked OSHA for a full investigation of whether company officials responded properly to the spill.

OSHA has also issued a citation against UPS in Palm Bay, Florida.

OSHA said the company did not make certain that employees who may come in contact with blood or other potentially infectious materials during first-aid procedures had proper training, access to Hepatitis B vaccine, and the protection of an exposure control plan.

NEW INCIDENTS HIGHLIGHT HEALTH AND SAFETY PROBLEMS

TEAMSTERS UPS **CONTRACT UPDATE**

NO. 7 JUNE 25, 1993

HAZARDOUS MATERIAL SPILLS STILL NOT UNDER CONTROL

Two major spills at UPS facilities in two weeks show it's time for UPS to do a better job of protecting workers from hazardous materials.

Even after signing a national, company-wide agreement about these materials last year with OSHA (the federal job safety agency), these incidents continue to happen.

One of the recent spills—at the Lenexa, Kansas, UPS facility—sent 30 workers to the hospital.

Our union has proposed stronger contract language to protect workers'

health and safety. This is particularly important since UPS is expanding the hazardous materials part of its shipping business.

"Non-hazardous" material injures three at airport

Three workers at the UPS facility at Baltimore-Washington International Airport were injured on June 18 by a hazardous material spill.

Workers in a DC-8 cargo plane were overcome by fumes from the chemical

"Cyclic Amine," which spilled from a five gallon drum.

Airport firefighters and local hazardous material units spent more than six hours containing the spill.

In press accounts, a company spokesman described the chemical as a "non-hazardous" industrial solution.

But the Material Safety Data Sheet, a fact sheet on chemical products distributed by the producer of the chemical, shows just how dangerous this material can be.

The Material Data Safety Sheet says that Cyclic Amine can cause the following health problems:

- **EYES:** Irritating to eyes and eyelids; possible cornea damage.
- **SKIN:** Skin contact or absorption. Irritating, headache, nausea and weakness.
- **BREATHING:** Irritating to nasal and respiratory tracts. Headache, nausea, dizziness, narcosis, possible death.
- **SWALLOWING:** Symptoms listed above.

Two of the three workers suffered nausea and skin irritation and had trouble breathing. They had to be treated at the Maryland Shock Trauma Center where one was listed in serious condition before being released.

The union is demanding a full investigation of this incident by government agencies. A meeting was held between the Teamsters, the pilots union, and the company to discuss prevention of these spills in the future.

NEGOTIATIONS UPDATE

This year's negotiations are different for UPS.

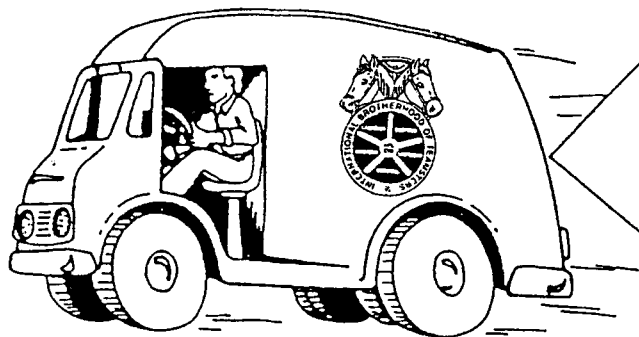
The company is facing our most complete set of proposals ever for improving the contract and a union negotiating team determined to achieve a fair settlement.

Thousands of union members across the country are being kept informed by weekly *Contract Updates* from the National Negotiating Committee that are distributed by local unions. Many locals are holding weekly pre-shift meetings at work sites to answer members' questions.

This week in negotiations there were some small signs of progress. But we still have not had serious responses to our contract proposals on...

- Limits on harassment over productivity.
- A more effective grievance process.
- Action on job safety and health problems.
- Protection for drivers on loss and damage and money verification incidents so our members are not used as insurers for the company.
- Stopping supervisors from doing bargaining unit work.
- A substantial increase in pay and benefits.
- Improved pension rights and contributions.

National negotiations with UPS resume the week of July 6.



TEAMSTERS LOCAL 344 CONTRACT BULLETIN

July 6, 1993

What Are We Fighting For?

The National Negotiating Committee submitted the union's initial master contract proposals to UPS on March 25. Following are some highlights. No union negotiator ever expects to win all his/her demands. Much will depend on our strength and unity at the local union and shop floor.

Article 4—Stewards

- Steward shall have right to leave work area to represent employee upon notifying supervisor.

Article 7—Local, Area Grievance Procedure

- Except in "cardinal sin" cases, an employee suspended or discharged shall remain on job with pay until the discipline is sustained under grievance procedure (innocent-till-proven-guilty).

Article 8—National Grievance Procedure

- Right to strike instead of arbitration (if union chooses) after deadlock at National Committee.

Article 14—Temporary Alternate Work

- Section 2 on "Disabled Employees" to require UPS to reserve specified percentage of jobs in certain classifications (e.g., air express/shuttle, porter, car washer) for disabled employees.

Article 16—Leave of Absence

- Gives member elected or appointed as a union official a leave of absence without pay during period of union service.
- Adds a "family leave" clause.

Article 18—Equipment, Accident Reports

- Adds right to refuse unsafe work.
- Numerous proposals on safety and health include: fans/vents in package cars; all feeder/yard switching equipment with vertical exhaust; all vehicle repair shops properly ventilated.

Article 20—Exam and ID Fees

- ~~Employees to be reimbursed for CDLs.~~
- Full-time inside jobs for drivers medically unfit to drive.

Article 22—Part-Time Employees

- UPS shall reschedule employees in all classifications to make ~~more full-time~~ jobs or combo full-time jobs.
- Except where part-timer would be laid off or suffer job loss, UPS shall reduce number of part-time employees by 10% in each building per year by creating full-time jobs.
- Part-timers to fill full-time jobs before any outside hire.

Article 26—Competition

- Delete article because UPS "has much abused and violated" it.

Article 32—Subcontracting

- ~~No bargaining unit work shall be subcontracted.~~

Article 34—H&W and Pension

- UPS shall make pension contributions ~~for all part-timers~~ to Teamster pension funds at same hourly rate as for full-timers.
- Significantly increase pension/H&W contributions.

Article 35—Substance Testing

- No specimen collection on-site or at UPS's facilities.
- Provide two chances for rehab instead of one.

Article 36—Nondiscrimination

- Add to include employees with qualified disability under ~~ADA~~.

Article 37—Management-Employee Relations

- UPS shall not ~~intimidate/harass/coerce~~ (penalties for violations).
- UPS shall not discipline over "productivity/methods standards."
- UPS may ride with driver only one (1) day per year.

Article 40—Air Operation

- More full-time Special Air Drivers, with improved bidding rights, eight-hour guarantees, time and one-half after eight-hour days, 40-hour weeks.
- Part-time Special Air Drivers get three-hour guarantee (and their regular guarantee), time and one-half after five hours.
- Employees with a combination of eight hours in Special Air and

inside package handling shall receive full-time benefits.

- Three-hour guarantees for Air Hub/Gateway jobs, with 10-minute break, time and one-half after fifth hour; jobs assigned by seniority, with time and one-half on sixth consecutive workday, double time on seventh.
- "Air Express work will consist of Same Day Air pickup, pickups at air express counters and drop boxes and additional late air pickups"; other work performed by regular full-time driver.
- Saturday Special Air work offered to qualified list by seniority; prior to use of part-time Saturday drivers, work shall be offered to laid-off regular full-time drivers at regular pay rate.
- Holiday work offered by seniority in package driver classification before part-time air drivers; full-timers not forced to work.

Wages, Miscellaneous

(Economic proposals will be made in detail later.)

- Fair wage increases in wage scale; no signing bonus.
- Uncapped COLA.
- Full-time progressions shall be collapsed.
- Multi-tier pay scales eliminated to "maximum extent possible."
- No new incentive plans.
- Three weeks vacation after five years service (where local conditions are not superior).

CONTRACT ACTIVITY AROUND THE STATE

GREEN BAY: ADOPT-A-PART-TIMER

As a show of strength and unity, the GREEN BAY UPS'ers have started a program to get everybody active in the campaign for a better contract. It works like this. Drivers purchase two or more "I DON'T WANT TO STRIKE BUT I WILL" T-shirts. They then "Adopt-A-Part-Timer" by giving away a T-shirt. But that's not where it ends. A commitment is made to talk regularly about the contract and why sticking together on the issues is so important. Management hates this because they know their divide and conquer games aren't working. Management wants to be your news source on this contract so they can give everything their spin. Don't listen to Management rumors. If you have a question, please ask your steward or call the Local Union.

RUMOR CONTROL

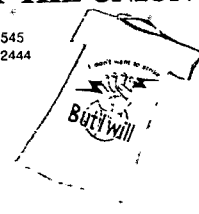
Contrary to reports by UPS and some newspapers, the Union has not agreed to an extension of the contract as of this date.

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TEAMSTERS

United Parcel Service National Negotiating Committee

25 LOUISIANA AVENUE, N.W., WASHINGTON, D.C. 20001

July 13, 1993

DEAR TEAMSTER MEMBER AT UPS:

We're writing to keep you informed about national contract negotiations with UPS management.

By now, you should have received 8 editions of the Teamsters UPS Contract Update. The first one was mailed to your home. Since then, the newsletters have been sent about once a week to your local union to distribute to you. Many locals distribute them at special pre-shift meetings at work sites.

If you have not received 8 editions, please contact your local union to ask for back issues.

Top management has not addressed our major proposals

Despite months of negotiations, UPS still has not addressed our major proposals covering the following subjects:

- **Limits on harassment over productivity.**
- **A more effective grievance process.**
- **Action on job safety and health problems.**
- **Greater job security and job opportunity for both full-time and part-time workers.**
- **Protection for drivers on loss and damage and money verification incidents, so our members are not used as insurers for the company.**
- **Stopping supervisors from doing bargaining unit work.**
- **A substantial increase in pay and benefits.**
- **Improved pension rights and contributions.**

In fact, as of the date when this letter was written, the company had not made any proposal on economic items.

The company can afford a decent contract

Company revenues have grown four times faster than our wages and benefits in the past ten years.

UPS paid its stockholders \$293 million in dividends last year, increasing the wealth of top management and other major stockholders.

The company issued a major price increase in February, creating a new pool of income of several hundred million dollars in the coming year. This increase above the rate of inflation gives the company extra money to help cover contract improvements.

Thanks to the hard work of Teamster members, UPS makes profits at three times the rate of Federal Express, RPS, and Airborne combined.

For news on negotiations with UPS read the Teamster Contract Updates

TEAMSTERS[®] UPS
CONTRACT UPDATE

NEGOTIATIONS OPENED UP! TEAMWORK, MEMBERS' INVOLVEMENT ARE KEYS TO GOOD CONTRACT

The Teamsters' approach to negotiations is based on the principle of teamwork. The Teamsters' representatives and the UPS representatives are working together to reach a fair and equitable contract for the Teamsters.

CONTRACT PROPOSALS COME FROM THE MEMBERS

The Teamsters' representatives are working to reach a fair and equitable contract for the Teamsters. The Teamsters' representatives are working to reach a fair and equitable contract for the Teamsters.

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Issue #1

TEAMSTERS[®] UPS
CONTRACT UPDATE

UPS STONEWALLS IT'S TIME TO SEND THEM A MESSAGE

The Teamsters' representatives are working to reach a fair and equitable contract for the Teamsters. The Teamsters' representatives are working to reach a fair and equitable contract for the Teamsters.

GET UPS OFF OUR BACKS!

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GET UPS OFF OUR BACKS!

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Issue #2

TEAMSTERS[®] UPS
CONTRACT UPDATE

IS PRESSURE FROM MANAGEMENT MAKING YOU SICK?

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Issue #4

TEAMSTERS[®] UPS
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MANAGEMENT'S STINKY TALK: A TACTIC TO DIVIDE US

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Issue #5

TEAMSTERS[®] UPS
CONTRACT UPDATE

COMPANY WORRIED ABOUT UNION CONTRACT CAMPAIGN

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Issue #6

TEAMSTERS[®] UPS
CONTRACT UPDATE

HAZARDOUS MATERIAL SPILLS STILL NOT UNDER CONTROL

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Issue #7

TEAMSTERS[®] UPS
CONTRACT UPDATE

GOVERNMENT SLAMS UPS HEALTH AND SAFETY INACTION

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Issue #8

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
25 LOUISIANA AVENUE, NW
WASHINGTON, DC 20001-2198



Important News on
UPS Contract Talks

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NEWS



from the **NEW TEAMSTERS**

FOR IMMEDIATE RELEASE
Monday, August 2, 1993

FOR MORE INFORMATION CONTACT:
Nancy Stella or Matt Witt
202/624-6911

TEAMSTERS UNION ARRANGES \$80 MILLION IN LOANS IF NEEDED FOR UPS CONTRACT NEGOTIATIONS

AFL-CIO President Lane Kirkland today announced that the labor federation has arranged \$50 million in low-interest loans if needed by the Teamsters Union in its contract negotiations with United Parcel Service.

The loans come from the AFL-CIO itself and from affiliated unions.

In addition, the Teamsters Union has arranged a special \$30 million loan commitment from ULLICO (Union Labor Life Insurance Co.).

"We expect to resolve the UPS contract without a strike," said Teamsters General President Ron Carey. "But these loan commitments emphasize the support we have from the rest of the labor movement if strong action becomes necessary. We are grateful for the solidarity shown by the AFL-CIO and our fellow unions."

A resolution adopted by the AFL-CIO Executive Council, meeting in Chicago, noted that national contract negotiations covering 165,000 Teamsters at UPS "involve many key issues facing American workers in the 1990s," including "dangerously high levels of stress on the job," repeated violations of federal health and safety laws, a dramatic increase in part-time positions, and a loss in workers' buying power despite huge increases in profits.

The federation said that support for the Teamsters contract campaign would include "financial assistance, public information activities, and outreach to individuals and organizations both at home and abroad."

The current UPS contract expired July 31, and has been extended by mutual agreement while negotiations continue.

#

International Brotherhood of Teamsters, AFL-CIO
25 Louisiana Avenue, N.W. Washington, D.C. 20001, (202) 624-6911



TEAMSTERS UPS CONTRACT UPDATE

NO. 12 AUGUST 10, 1993

IT'S TIME TO IMPROVE OUR PENSIONS

One of the union's main goals in negotiations with the company is to improve pensions for all Teamsters at UPS.

Our membership survey showed this issue was very important to both full-timers and part-timers. A review of the UPS part-timer pension plan shows how a company-controlled plan works.

The part-time pension plan is controlled by UPS alone. That means that UPS makes all the decisions that affect plan participants and their families. As a company-controlled plan, it can take away benefits with little notification to plan participants. In other words, plan participants would have no decision-making voice in this plan.

For years, the company has refused to increase its contributions or the benefit level.

- ❑ Management is contributing only 14 to 21 cents per hour for covered part-timers. That's peanuts compared to the \$2.00 to \$2.50 per hour in contributions for full-timers!
- ❑ Although tens of thousands of part-timers have worked for UPS, only 79 nationwide were collecting pension benefits as of December 31, 1992.
- ❑ In 1992, 14 workers became eligible for part-time pension benefits. Their pensions average only \$325 per month.

The low level of benefits is combined with tough requirements to even qualify.

- ❑ It takes a part-timer 1500 hours worked in a calendar year to get credit for one year of service.
- ❑ It takes 125 hours worked to get credit for a month of service.
- ❑ Part-timers must be 21 and work 1000 hours in a calendar year before they can become part of the plan.
- ❑ All time worked which doesn't meet these rules is lost.

Most part-timers average about 800 hours worked per year. These requirements make it difficult, if not impossible, for most part-timers to collect any benefits at all.

Teamsters at UPS are bargaining this year to improve pension benefits for all.

It's time to stick together for pension justice.

TEAMSTERS ARRANGE \$80 MILLION IN LOANS IF NEEDED FOR UPS CONTRACT NEGOTIATIONS

The national AFL-CIO announced earlier this week that the labor federation has arranged \$50 million in low-interest loans if needed by the union in contract negotiations with UPS.

The loans come from the AFL-CIO itself and from affiliated unions.

In addition, the Teamsters Union has arranged a special \$30 million loan commitment from ULLICO (Union Labor Life Insurance Co.).

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The AFL-CIO said that support for the Teamsters contract campaign would include "financial assistance, public information activities, and outreach to individuals and organizations both at home and abroad."

MANAGEMENT KEEPS UP PROPAGANDA CAMPAIGN, BUT DOESN'T ADDRESS KEY BARGAINING PRIORITIES

Top UPS management sent all supervisors another memo July 28 about negotiations. The company again falsely attempts to blame the slow pace of negotiations on the Teamsters.

However, the facts show that management has not responded to important Teamster proposals made months ago.

The latest memo from the "Human Resources Communications Committee" is designed to make sure supervisors all sing the same tune as they work on Teamster members one-on-one.

The company scare campaign about layoffs and lost volume continues in this latest script for supervisors.

Top management complains that customers are worried because there is no settlement. Yet, it is management that has *not* bargained seriously on our major issues:

- ❑ **Job security and job opportunity.** The company wants to divert Teamster work to low-wage, non-union employers. That would decrease the bargaining power of all union members at UPS. It will also reduce career opportunities for younger members of the workforce, because there would be fewer permanent jobs for them to move into. We will work with the company to make new programs effective, but we will not agree to changes that undermine our jobs.
- ❑ **Innocent until proven guilty.** The company can now discipline employees before their grievances have been heard through the grievance procedure. We need language that will protect our right to be "innocent until proven guilty" when facing disciplinary charges from the company.
- ❑ **Increases in wages and fund contributions.** Our wages and buying power have fallen behind inflation. The cost of our health benefits has dramatically increased. The company has not yet proposed any increases in these important areas.

"As we deal with some of the most difficult issues in bargaining, we won't be fooled by UPS's lay-off threat," said Vice President Mario Perrucci, co-chair of the union's National Negotiating Committee. "We will keep fighting for job security, better working conditions, and a decent increase in wages and benefits."

"DEDICATED— THOUGH STRESSED AND HARASSED—TEAMSTERS"

Teamster members at UPS are writing the union to support the contract campaign. Here is an excerpt from a letter from Tim Olschewsky, a package car driver from Local Union 110, Johnstown, Pennsylvania.

"Many people see UPS as a good place to work. It is—to an extent. We Teamster employees make UPS the success that it is. . . Why can't we be respected instead of degraded?

"Why doesn't management realize we drivers do not have an (S) on our chests and capes on our backs? We are *not* supermen. Why can't I get home at a decent hour and spend time with my family?

"I can honestly say that UPS is the best at what it does. No other carrier out there comes anywhere near UPS. UPS is what it is because we are who we are: dedicated—though stressed and harassed—Teamsters!"

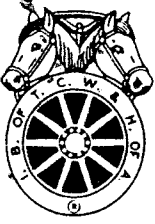
COMPANY SPREADS MEDIA STORIES TO DIVIDE US

In many centers, UPS management is spreading a highly inaccurate and management-oriented "Traffic World" story about UPS/Teamster negotiations. It is another clear attempt by top UPS management to divide us and destroy the unity we have built throughout our contract campaign.

The main claim in the story is that management will force us to accept a national UPS-controlled pension plan in exchange for what the article calls a "healthy increase" in wages and other benefits. Nothing could be further from the truth.

One of our main goals in negotiations is to improve pensions for all UPS Teamsters. Putting our members in a company-controlled pension plan would not do that.

The article also claims that Teamsters would be happy if they just get a big signing bonus. Teamsters members at UPS have made it very clear that they want increases in base wages that build for their future.



TEAMSTERS

United Parcel Service National Negotiating Committee

25 LOUISIANA AVENUE, N.W., WASHINGTON, D.C. 20001

August 25, 1993

Dear Brothers and Sisters:

You have before you a packet containing the following documents:

- (1) A two (2) page summary of UPS' most recent offer which must be distributed to the UPS membership,
- (2) A secret ballot which must be distributed to the eligible membership, and
- (3) Suggested talking points to be read to the membership.

Since March 25, 1993, we have held sixty-four (64) negotiating sessions with UPS. Because negotiations have dragged on and based upon UPS' most recent insulting economic proposal submitted on August 25, 1993, summarized in the accompanying sheet, it is now time to **take action.**

Each Local Union is instructed to conduct a secret ballot strike authorization vote beginning as soon as possible.

Results are to be tabulated by each Local Union. The results are to be transmitted to TITAN terminal PSPD by no later than 12 noon, Friday, September 3, 1993, E.D.T.

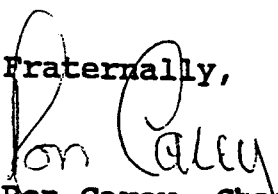
Should any Local Union have any questions, three (3) telephone lines, area code (202) 624-8705; 8790 and 8791 are established at the International Union and will be staffed through the weekend. Due to limited capacity, these lines are for Local Union officials, only.

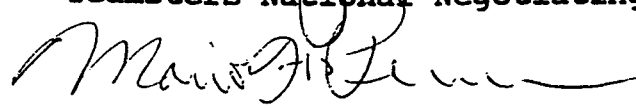
We all recognize that a strike is only a last resort, when other means of winning a good contract have been exhausted. This vote authorizes your Committee to do whatever it takes to win a fair contract, including, when and if necessary, all economic action, including a strike.

This vote also should not be construed as the beginning of the five (5) day notification to terminate the contract extension, but rather as sending UPS a strong signal that we are united in our determination to win a good contract for our members. The Union is prepared to negotiate in good faith as long as necessary. However, we can no longer tolerate UPS' arrogant attitude toward our members.

Thank you for your continued cooperation and support.

Fraternally,


Ron Carey, Chairman
Teamsters National Negotiating Committee


Mario F. Perrucci, Co-Chairman
Teamsters National Negotiating Committee

RC/MFP/d
Enclosure

DISCUSSION POINTS FOR LOCAL LEADERS FOR TEAMSTER MEMBERSHIP MEETINGS

CURRENT STATUS OF NEGOTIATIONS

- Meeting since 3/93
- 64 negotiating sessions held
- Union presented comprehensive economic package in mid-May

CURRENT COMPANY OFFERS

- 6 year contract until 1999
- 35 cents an hour per year for next 6 years
- Miniscule pension and health contributions that will lower benefits
- Increase UPS right to sub-contract
- Change full-time wage progression from two to three years
- Lower part-time new hire starting wage from \$8 to \$7

COMPANY NEGOTIATING GOALS

- To increase their ability to use non-union carriers to do Teamsters work
- To get us to bargain against each other, full-time vs. part-time
- To get us to trade current job security protections for more pennies in economic package
- To gain concessions on full-time and part-time new hires, including part-timers who become full-time drivers

UNION NEGOTIATING GOALS

- Substantial wage and benefit increase
- Protecting job security and increasing full-time job opportunities
- Reform of grievance procedure, including "innocent until proven guilty" system
- Protecting drivers from being insurance carriers for UPS

UNION MESSAGE

- We are together and united
- We support the negotiating team
- UPS must address our negotiating issues and goals
- Creative tactics, including a strike, are possible -- \$80 million in loans available for strike fund, if strike becomes necessary
- Continuing updates to membership

...

TEAMSTERS UPS CONTRACT UPDATE

NO. 8 JULY 2, 1993

GOVERNMENT SLAMS UPS HEALTH AND SAFETY INACTION

For the second time in five months, the federal Occupational Safety and Health Administration (OSHA) has accused UPS of failing to protect its workers.

In a letter to top management, the government agency slammed the company for its lack of action on issues that directly affect the health and safety of hub employees.

In a legally binding agreement with OSHA last year—signed after a series of OSHA citations for breaking health and safety laws—UPS promised to take major steps to improve its handling of hazardous materials spills.

But OSHA has found that the company is not living up to that agreement:

UPS is not fulfilling its promise to have outside experts ready to handle emergency hazardous spills. At one site, for example, OSHA contacted the company UPS listed as its “emergency responder,” only to find that officials there said they did not know they were supposed to respond to incidents inside the UPS facility. In fact, no one from the “responder” company had ever been inside the UPS facility.

“We have seen this exact situation in a number of monitoring inspections throughout the country,” OSHA wrote.

At another facility, OSHA contacted the local fire department that UPS had listed as the “emergency responder” for the facility.

The fire chief there told OSHA that his department does not have the capacity to respond to hazardous material emergencies.

“This is not acceptable as a procedure for possible emergency situations,” the OSHA letter said.

UPS is leaving damaged hazardous material packages in the “return cage” where they leak on other packages.

UPS is not conducting emergency evacuation drills in most facilities.

UPS is not making sure that packages containing hazardous materials are properly labeled. At one facility checked by OSHA, nearly 80 of 110 spills involved hazardous substances that must be handled under strict government guidelines.

Yet, more than three out of four damaged packages had none of the required labels to identify the products and their possible effects.

UPS is not keeping health and safety records required by law. OSHA said it is “deeply concerned” about “vast deficiencies” in UPS’s record keeping on injuries. Accurate records are needed to identify hazards and ways they can be corrected.

Demanding stronger health and safety contract language and getting OSHA to enforce the law in every UPS facility are two ways we can make our workplaces safer.

CHEMICAL SPILL AT COLORADO FACILITY

Seven workers received medical attention after “glutaraldehyde,” a liquid chemical produced by Union Carbide, spilled in a truck being unloaded at the UPS facility in Ft. Collins, Colorado.

The workers were injured when management would not evacuate the work area near the truck. A supervisor reportedly sent another supervisor into the truck wearing a “self-contained breathing apparatus” to continue

unloading even after the spill.

The Material Safety Data fact sheet produced by the manufacturer of this chemical lists the hazards of its inhalation:

“... irritation to the respiratory tract, causing stinging sensations in the nose and throat, discharge from the nose, possibly bleeding from the nose, coughing, chest discomfort and tightness, breathing difficulty and headache.”

PROFITS CLIMB

It looks like another big year for UPS management.

In just the first three months of 1993, UPS profits were \$242,246,000, up 4.35% from the first three months of 1992.

TEAMSTERS UPS **CONTRACT UPDATE**

NO. 9 JULY 16, 1993

UPS PILOTS SUPPORT TEAMSTERS IN NEGOTIATIONS

In a strong show of support for Teamster negotiators, General President Ron Carey and Vice President Mario Perrucci were joined at the bargaining table on July 14 by leaders of the Independent Pilots Association (IPA), the union for the 1,400 UPS cargo plane pilots.

Pilots play an important role in the success of many of the company's most profitable programs, such as Next Day Air and 3 Day Select. Their routes crisscross the United States, Asia, Europe, Canada and Mexico.

"We came to these negotiations because it is important for our unions to show solidarity with each other," said IPA President Bob Miller. "The pilots support your effort to get a good contract."

"We want every worker at UPS to be treated fairly," added Jim Sutton, IPA Vice President.

The leaders of the Teamsters and the IPA discussed ways they could work together to improve working conditions and benefits for all unionized workers, and agreed to stay in constant communication about developments in Teamster/UPS bargaining.

While the pilots' contract doesn't expire for several years, their agreement says they are not required to cross picket lines set up by other unions. The pilots' leaders reemphasized their commitment to that principle, which they had communicated to Carey immediately after he took office in 1992.

"The pilots are important allies in our effort to get a good contract," Carey said. "I look forward to working closely with them in the coming months."



To show their support for Teamster negotiators, officers of the Independent Pilots Association attended a recent negotiations session. Pictured from left to right are: Vice President Perrucci, IPA General Counsel William Trent, IPA Vice President James Sutton, IPA President Robert Miller, General President Carey and IBT Airline Division Director Marv Griswold.

NEGOTIATIONS CONTINUE

Union negotiators report some progress on non-economic issues during the past week of bargaining. "However, there is still a long way to go," said National Negotiating Committee Co-Chair Mario Perrucci.

The company has not yet presented its economic package at negotiations. The union presented its comprehensive economic proposal to the company two months ago.

PLEASE DISTRIBUTE THIS UPDATE

Help us make sure every UPS worker sees this bulletin. Our strength in negotiations depends on an informed and unified membership.

TEAMSTERS BUILD TIES WITH EUROPEAN UPS UNIONS

Three union leaders who represent workers in UPS operations in Europe met with General President Ron Carey and Vice President Mario Perrucci this month and attended several negotiating sessions with the company.

The European union leaders came to America to discuss the Teamsters contract campaign and ways to work together to solve common problems with the company.

UPS has spent \$1 billion on expansion in Europe in recent years.

"UPS workers, no matter where they are, face common management strategies," Perrucci said. "By working together, we can support each other's bargaining goals."

JOB STRESS IN GERMANY

"Observing the situation here makes it easier to recognize the company's strategies in Europe," explained German union official Doro Zinke.

UPS has grown rapidly in Germany and now has 15,000 employees. Zinke said they face greater job stress than workers at other package delivery companies there. She said the company puts a lot of pressure on individual German workers to meet productivity standards.

UPS in Germany has tried to exploit divisions among types of workers and to undermine the union.

Two recent work stoppages at UPS facilities in Germany show those workers' frustration with company tactics.

LETTER MAILED TO MEMBERS' HOMES

A letter was mailed to every UPS Teamster last week to update members on negotiations and the union's contract campaign.

If you did not receive a copy of the letter, please contact your local union to check that you are properly listed as a UPS Teamster member in union records. This will ensure that future communications reach you fully.



This bulletin board at a UPS center in Germany promotes a "quality" program that keeps pressure on workers for productivity.

WORKING CONDITIONS UNDER ATTACK IN ENGLAND

In England, UPS bought out a package delivery firm 18 months ago.

"UPS is putting heavy downward pressure on our working conditions," said Victor McGeer, a national official with the British Transport and General Workers Union. "The basic problems with UPS are the same wherever you are."

The two British unions that represent some UPS workers in local bargaining are now working toward a national agreement.

EUROPEAN UNIONS PLANNING STRATEGY SESSION

European unions in the package delivery industry are planning a conference later this year to develop strategies for dealing with UPS.

"By being at your negotiations, we've learned more about what we're up against," explained Roy Abrahams, an official with the United Road Transport Union in Great Britain.

Stronger ties between the Teamsters and the European unions should benefit every worker who has to deal with UPS, no matter what country they're in.

TEAMSTERS UPS CONTRACT UPDATE

NO. 11 AUGUST 2, 1993

THREAT OF LAYOFFS IS A BARGAINING PLOY

The clear message of unity that thousands of Teamsters across the country have given UPS top management the past few months has finally gotten company negotiators moving on some of our issues at the bargaining table.

For the first time ever, union negotiators are talking past the original contract deadline of August 1, under the terms of a contract extension.

"We have taken the responsible position that as long as there is progress in bargaining, we will continue the talks," said International Vice President Mario Perrucci, Co-Chair of the union's National Negotiating Committee.

"UPS had hoped we would give in to their pressure and accept only a portion of what our members need," Perrucci continued. "That is not going to happen."

Top UPS management continues to try to discourage Teamsters from insisting on a good contract by claiming that package volume is down and that layoffs may be necessary.

As in the past, this scare campaign has been laid out in a script distributed to supervisors so they can give workers the company line.

On July 28, management distributed a PCM on "volume loss" to all center and department managers, with instructions to use it in talks with all work groups.

The PCM gives managers a 7-point script to convince Teamsters that the company is losing volume and that the union is supposedly causing the problem by not agreeing to a contract settlement.

The fact is that, as of August 2, the company still had not presented its proposals on economic issues.

Reports from Teamsters at centers across the country say that they have not seen a loss of volume.

CONTRACT EXTENDED; TALKS CONTINUE

The Teamster UPS National Negotiating Committee and UPS have agreed to a contract extension under which bargaining will continue, unless either party gives five working days

notice of termination of the extension.

All increases in hourly wages, contributions and any other benefits in the new agreement shall be retroactive to August 1.

This memo was sent by UPS top management to supervisors with instructions to repeat this script to workers. It claims that the union is somehow responsible for the lack of agreement

on a new contract. Yet, management has not responded to Teamster proposals made months ago, and has not presented any economic proposals of its own, as of August 2.

IMPORTANT!!!

TO: ALL CENTER AND DEPARTMENT MANAGERS

RE: PCM FOR JULY 28, 1993

THIS SYSM/PCM IS TO BE PRESENTED TO ALL WORK GROUPS (INCLUDING ADMINISTRATIVE, OFFICE AND TECHNICAL EMPLOYEES) WEDNESDAY, JULY 28, 1993. PLEASE FORWARD A COPY TO ALL OPERATIONS WITHIN YOUR BUILDING. THIS IS THE ONLY COPY THAT YOUR BUILDING WILL RECEIVE.

SUBJECT: VOLUME LOSS
FOR: ALL WORK GROUPS
DATE OF USE: WEDNESDAY, JULY 28, 1993

Introduction:

National Master negotiations between UPS and the Teamsters are still in session. Many of our customers have remained loyal to UPS far longer than we could have hoped or expected. They stayed with us because of their respect for the quality and dependability of UPS people. But, as responsible business people, they can only remain loyal for so long. As we near the end of July without a new labor agreement with the Teamsters, the number of lost customers and lost packages is increasing at an alarming rate.

Key Points:

We are currently losing more than half a million packages a week to our competitors.

Lost volume is inevitably followed by layoffs.

Lost volume makes our competitors stronger. They are the ones who benefit from our lost business.

From the beginning, UPS has tried to reach an agreement with the Teamsters well in advance of the contract expiration. Our goal was to avoid exactly this situation.

Each of us can help by responding positively to negotiations and by addressing customer concerns so they can be addressed.

UPS will continue to work toward a speedy conclusion to negotiations.

UPS will continue to keep everyone informed via PCM's as negotiations progress.

More UPS workers and family members have written to the union in support of the union's contract campaign. Here are excerpts from some of their letters:

"Only by pulling together as strong Teamsters can you erase the brainwashing and expose UPS' treatment of employees. It's important for companies to survive and grow, but not by stripping workers of their human dignity. Employees should be proud of their job, not thankful and tired!"

*Charles Bronson
Local 745, Dallas, Texas*

makes tremendous profits yet they boo-hoo that they can't hire additional people. Give me a break!! The bottom line to this is greed, greed on the part of the companies. Why not treat everyone with dignity and respect?"

*Mrs. Gary Damare (Spouse)
Local 270, Metairie, LA*

"People are out of work, and companies like UPS know it and take advantage of this situation. They know they can treat them like dirt and walk on them. Yet, the CEOs get hefty raises and bonuses, etc. off the sweat on the brows of our spouses. The company

"I spent 16 years with UPS, and they finally got to me in 1979, so I left. From what I've read and heard, they still do not know how to treat their employees. It's better late than never. Go get them, Unity is important."

*John Collins (Ret.)
Local Union 25, Tewksbury, MA*



**LOCAL MEMBERS
MEET TO STAY
INFORMED,
SHOW UNITY**

More than two dozen package car drivers from Local 294 participate in weekly contract update meetings at the UPS center in Poughkeepsie, New York.

"These meetings before work have increased interest, awareness, and involvement," said chief steward Joe Armstrong.

To send a united message to management, the drivers are wearing their locally designed Teamster "Solidarity" t-shirts.

UPS Contract Bulletin

UPS Committee of Teamsters for a Democratic Union, P.O. Box 10128, Detroit, Mich. 48210 (313) 842-2600 • Aug. 5, 1993 #6

Are You Ready to Give Union Clout?

UPS management still does not believe that our union is serious about making real progress in this contract. In some respects negotiations are bogged down because of this.

Meanwhile, they have begun a new offensive against our solidarity. Their hot dogs and volume scares haven't broken us down. So now they are hoping that time is on their side and they have started blaming our union for stonewalling all these months! In Virginia and Florida, UPS Teamsters reported that management set up tables to take job applications. This was a calculated change of procedure to try to intimidate us. Instead, it's making us angrier that they think they can take us so lightly.

Time to Summon Our Clout

Our union has showed good-faith and great restraint so far in these negotiations. Our union:

- Agreed to start negotiations early.
- Has met with UPS often—over 45 negotiating sessions.
- Gave UPS our complete demands, including economics, early on.
- Gave UPS a 10-day extension and then an "indefinite" extension with the right to cancel it on five-day notice.

It seems that our good-faith approach is being interpreted as weakness. It's time for rank and file Teamsters to support taking strike votes in our local unions. With our support firmly in hand, our union could likely make progress toward a settlement without a strike. But our strike authorization would give our union negotiators the support and clout they need right now at the bargaining table. And it would give them the strategic options they need to conclude these negotiations.

Meanwhile, Slow Progress

Slow progress continues on the master agreement. As of August 5, UPS still had not submitted even an initial economic proposal to our union. Thus even those areas in which progress has been made are difficult to report as they could still shift with the changing tides of negotiations.

Some progress is being reported, including in the areas of grievance reform, loss or damage, safety and health, jury leave, and disability rights.

We must keep the pressure on to assure that these areas of progress remain and that they do include innocent till proven guilty in the grievance procedure, and real protections against UPS's abuse of our pocketbooks to insure their losses and damages.

The Battle Lines

Our union continues an overall fight for progress in our

contract based on the membership's original demands, but these also seem to be the areas in which the battle lines are being drawn.

- More full-time job opportunities.
- Air improvements in jobs, seniority rights and wages.
- Sufficient employer contributions into our benefit funds to protect our insurance and provide pension improvements, such as 25-and-out.
- Hourly wage increases and cost-of-living protections.
- Grievance reform including innocent till proven guilty, the right to strike after deadlocked national grievances.

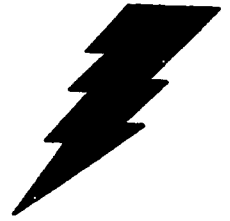
UPS management continues to maintain its demands for additional major takeaways. These are unacceptable after a decade of concessions on our part already:

- Unlimited use of low-wage, part-time driver helpers, such as at malls, office buildings, etc.
- Use of brokers to pull 3-Day Select feeder loads.
- The elimination of all our right to strike clauses.

IBT Gets Strike Fund Support

On August 2, Ron Carey secured loan guarantees with the AFL-CIO and affiliates totaling \$80 million if needed in our struggle with UPS. That's additional clout to back us up. Our next step is to show *our* unity with strike authorization.

We cannot allow negotiations to bog down while management shows disrespect to our bargaining committee and tries to hammer away at our unity in the centers and hubs.



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Local _____

☐ Package car ☐ Feeder ☐ Mechanic ☐ Part-time

☐ Other _____

☐ \$35 one year membership

☐ \$85 three year membership

☐ \$20 spouses, retirees, those grossing under \$17,000 a year

☐ Check or money order enclosed

☐ Mastercard/Visa # _____

Exp. date ____/____/____ Signature _____

Return to: TDU, Box 10128, Detroit, Mich. 48210

TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

Please Copy & Distribute

You have the right under federal law to distribute this bulletin and other union-related materials during non-work times in non-work areas, including break rooms, locker rooms, employee parking lots. For more info, contact TDU at (313) 842-2600.

TEAMSTERS UPS CONTRACT UPDATE

NO. 12 AUGUST 10, 1993

IT'S TIME TO IMPROVE OUR PENSIONS

One of the union's main goals in negotiations with the company is to improve pensions for all Teamsters at UPS.

Our membership survey showed this issue was very important to both full-timers and part-timers. A review of the UPS part-timer pension plan shows how a company-controlled plan works.

The part-time pension plan is controlled by UPS alone. That means that UPS makes all the decisions that affect plan participants and their families. As a company-controlled plan, it can take away benefits with little notification to plan participants. In other words, plan participants would have no decision-making voice in this plan.

For years, the company has refused to increase its contributions or the benefit level.

- ❑ Management is contributing only 14 to 21 cents per hour for covered part-timers. That's peanuts compared to the \$2.00 to \$2.50 per hour in contributions for full-timers!
- ❑ Although tens of thousands of part-timers have worked for UPS, only 79 nationwide were collecting pension benefits as of December 31, 1992.
- ❑ In 1992, 14 workers became eligible for part-time pension benefits. Their pensions average only \$325 per month.

The low level of benefits is combined with tough requirements to even qualify.

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- ❑ Part-timers must be 21 and work 1000 hours in a calendar year before they can become part of the plan.
- ❑ All time worked which doesn't meet these rules is lost.

Most part-timers average about 800 hours worked per year. These requirements make it difficult, if not impossible, for most part-timers to collect any benefits at all.

Teamsters at UPS are bargaining this year to improve pension benefits for all.

It's time to stick together for pension justice.

TEAMSTERS ARRANGE \$80 MILLION IN LOANS IF NEEDED FOR UPS CONTRACT NEGOTIATIONS

The national AFL-CIO announced earlier this week that the labor federation has arranged \$50 million in low-interest loans if needed by the union in contract negotiations with UPS.

The loans come from the AFL-CIO itself and from affiliated unions.

In addition, the Teamsters Union has arranged a special \$30 million loan commitment from ULLICO (Union Labor Life Insurance Co.).

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A resolution adopted by the AFL-CIO Executive Council noted that UPS contract negotiations "involve many key issues facing American workers in the 1990s."

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However, the facts show that management has not responded to important Teamster proposals made months ago.

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The company scare campaign about layoffs and lost volume continues in this latest script for supervisors.

Top management complains that customers are worried because there is no settlement. Yet, it is management that has *not* bargained seriously on our major issues:

- ❑ **Job security and job opportunity.** The company wants to divert Teamster work to low-wage, non-union employers. That would decrease the bargaining power of all union members at UPS. It will also reduce career opportunities for younger members of the workforce, because there would be fewer permanent jobs for them to move into. We will work with the company to make new programs effective, but we will not agree to changes that undermine our jobs.
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- ❑ **Increases in wages and fund contributions.** Our wages and buying power have fallen behind inflation. The cost of our health benefits has dramatically increased. The company has not yet proposed any increases in these important areas.

"As we deal with some of the most difficult issues in bargaining, we won't be fooled by UPS's lay-off threat," said Vice President Mario Perrucci, co-chair of the union's National Negotiating Committee. "We will keep fighting for job security, better working conditions, and a decent increase in wages and benefits."

"DEDICATED— THOUGH STRESSED AND HARASSED—TEAMSTERS"

Teamster members at UPS are writing the union to support the contract campaign. Here is an excerpt from a letter from Tim Olschewsky, a package car driver from Local Union 110, Johnstown, Pennsylvania.

Many people see UPS as a good place to work. It is—to an extent. We Teamster employees make UPS the success that it is... Why can't we be respected instead of degraded?

"Why doesn't management realize we drivers do not have an (S) on our chests and capes on our backs? We are *not* supermen. Why can't I get home at a decent hour and spend time with my family?

"I can honestly say that UPS is the best at what it does. No other carrier out there comes anywhere near UPS. UPS is what it is because we are who we are: dedicated—though stressed and harassed—Teamsters!"

COMPANY SPREADS MEDIA STORIES TO DIVIDE US

In many centers, UPS management is spreading a highly inaccurate and management-oriented "Traffic World" story about UPS/Teamster negotiations. It is another clear attempt by top UPS management to divide us and destroy the unity we have built throughout our contract campaign.

The main claim in the story is that management will force us to accept a national UPS-controlled pension plan in exchange for what the article calls a "healthy increase" in wages and other benefits. Nothing could be further from the truth.

One of our main goals in negotiations is to improve pensions for all UPS Teamsters. Putting our members in a company-controlled pension plan would not do that.

The article also claims that Teamsters would be happy if they just get a big signing bonus. Teamsters members at UPS have made it very clear that they want increases in base wages that build for their future.

TRANSPORT BRIEFS

TWA Pleads Its Case To Bankruptcy Court

WILMINGTON, Del. — Trans World Airlines Inc., seeking court approval for its bankruptcy plan Wednesday, has preliminary commitments for \$75 million in new funds for 1993, according to a document made available in U.S. Bankruptcy Court.

But the airline said its long-term viability will depend on a further infusion of working capital tied to transactions that are not expected to be consummated until later this year.

The document, issued at the start of a confirmation hearing on TWA's reorganization plan, said the new liquidity would come from transactions with the city of St. Louis and the North American subsidiary of Airbus Industrie. The deals are subject to negotiation of final terms.

The reorganization plan would resolve nearly \$4 billion in claims. TWA employees would own 45% of the equity in the reorganized company, and creditors would own the rest.

PLM Climbs Back Into the Black

SAN FRANCISCO — PLM International Inc., a transportation equipment lessor and syndication company, reported a profit for the second quarter of 1993.

The company announced net income of \$500,000 on revenue of \$18.1 million for the second quarter of 1993, compared with a loss of \$21.3 million on revenue of \$18.3 million for the same period a year earlier.

In the second quarter of 1992, the company tallied \$36.6 million in pretax restructuring adjustment charges.

"Progress has been made on the restructuring program we initiated in mid-1992, as less desirable assets have been eliminated from our equipment portfolio and our senior debt has been reduced by 41% over the level one year ago," Robert Tidball, PLM's president and chief executive, said in a statement.

PLM manages, buys and leases transportation rail and truck equipment, aircraft and ships.

Chinese Order 2 More Boeing 737s

BEIJING — China has ordered two more Boeing 737s, the official Xinhua News Agency reported this week.

The orders, worth a total of about \$35 million, bring to 25 the number of jets China has ordered this year from Seattle-based Boeing.

The 737-300s seat an average of 128 passengers, depending on class configurations. The jets will be used mainly on international routes by Air China, the largest of China's state-run airlines.

Polar Air Cargo Shifts Gateway to Scotland

NEW YORK — Polar Air Cargo said it has switched its western European gateway from Shannon, Ireland, to Prestwick, Scotland.

Edwin H. Wallace, Polar's chief executive, said Prestwick officials had offered the new cargo airline "a very attractive offer." In addition, he said, Prestwick is an attractive destination because so many U.S. electronics companies have plants there.

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AIR/RAIL/TRUCK

Shippers Stand By UPS Despite Threat of Strike

By GREGORY S. JOHNSON

Journal of Commerce Staff

A majority of United Parcel Service Inc. shippers surveyed are holding fast in the face of threats that the giant carrier may be the target of a Teamsters strike.

Despite rumblings of a strike authorization by the union's rank and file, most shippers feel the talk of a strike is just that — talk.

"I don't see this as anything but posturing," said Thomas A. Slover, corporate traffic manager at Spiegel Inc. The Oak Brook, Ill.-base catalog house is one of UPS' largest accounts.

"I've been talking with the rank and file out here and they don't want to take a strike," said Manfred M. Fleischer, traffic manager at music and video distributor Columbia House Co. in Terre Haute, Ind. "It will be interesting to see what happens if it does come to a vote."

UPS and the Teamsters have been negotiating a new contract since April. Talks resumed Monday with economic issues remaining to be addressed, sources said.

The current three-year Teamsters pact covering 165,000 UPS workers expired July 31, but has been extended indefinitely.

Nancy Stolla, a Teamsters spokeswoman in Washington, said talks were continuing and things are moving along.

Ken Sternad, a UPS spokesman, said he would be "very disappointed

if a handshake wasn't reached by Labor Day."

Both declined to speculate on when an agreement could be reached.

UPS has never suffered a nationwide strike, although regional job actions during the 1970s and 1980s resulted in local area shutdowns. UPS has made contingencies in the event of a national walkout this year, but won't detail them.

The stakes are much higher for UPS this time around because its business has changed dramatically in recent years.

The company operates a flourishing next-day air service and its international business is growing. But at the same time, UPS has lost its parcel delivery monopoly and has a strong competitor in Roadway Package System Inc.

Despite continuing contract talks, traffic managers are worried.

"About half of our shipments are by UPS. Obviously, this is a major concern to us," said Robert S. Bray, traffic manager at Eveready Battery Co. in Westlake, Ohio.

There also are cost considerations with alternatives, said Richard "Dick" Kinkel, director of distribution at National Office Supply in Hackensack, N.J.

"We'll be forced into making a lot of LTL (less-than-truckload) shipments," said David R. Yeley, vice president of Mega-Sys Inc., a Greenwood, Ind.-based transportation third party. "We'll probably keep to an LTL minimum of 30 pounds, and air-freight everything below it. Air

freight is running about 80 cents to \$1 a pound."

UPS has charged that Roadway is fueling shippers' fears by presenting nightmarish scenarios should the Teamsters strike. Shippers have reported that Roadway personnel routinely mention what the effects of a work stoppage at UPS would be.

Roadway, along with the U.S. Postal Service, would be inundated with volumes of packages normally tendered to UPS in the event of a strike.

Roadway has developed a strike-contingency plan over the past nine months, said Laurie Dunlap, a company spokeswoman.

"Our commitment is to our existing customers and we're obviously concerned about handling their needs first," she said.

Postal officials already have said they won't be able to handle the excess volume, Spiegel's Mr. Slover said.

This "is one reason why many traffic managers have pulled out calculators and route maps and devised alternative routings."

"We have contingency plans with (Roadway), but we would be concerned about reaching those remote areas that only UPS serves," said Albert "Al" J. Guinchi, traffic manager at Hartz Mountain Corp. in Harrison, N.J.

Roadway has greater geographical coverage than it did three years ago when the Teamsters threatened to walk. This could diminish any impact for shippers who would use Roadway, Mr. Yeley said.

Railways Scramble to Normalize Service On Flood-Stricken Routes in Midwest

By LAWRENCE H. KAUFMAN

Journal of Commerce Staff

With the crest of the Mississippi River flood now past Cairo, Ill., where the river widens and flooding is minimal, railroads are accelerating their efforts to bring service back to pre-flood levels.

Many lines still are out of service, and a few remain under water, but transit times are improving as lines are returned to service and congestion eases.

Fred Banks, chief dispatcher at Decatur, Ill., for Norfolk Southern Railway Co., said his railroad continues to detour trains to and from Kansas City, but service is greatly improved from the height of the flooding.

All Norfolk Southern lines now are above water except for an area near East Hannibal, Ill., where the Sny District Levee gave way, flooding thousands of acres of farmland and putting the NS line under water. "It's taking a long time draining," Mr. Banks said.

A washout near Carrollton, Mo., meanwhile, has left Norfolk Southern with a crater 60 feet deep by about 600 feet in diameter.

Service between St. Louis and Kansas City normally takes 10 to 12 hours, Mr. Banks said, and at the height of the flood, detoured trains



took 36 hours for the run, using Burlington Northern Railroad lines from St. Louis to Springfield, Mo., and then north to Kansas City.

Congestion has lessened, and even though detours still are in effect, service is down to 14 to 16 hours, Mr. Banks said. Norfolk Southern is routing some trains via Chicago and Soo Line to Kansas City. Others are routed over its own line to Moberly, Mo., then to LaPlata, Mo., where Atchison, Topeka & Santa Fe Railway takes them to Kansas City.

While Santa Fe has restored all its scheduled intermodal trains to service, they are running with two-hour delays, said Philippa Dworkin, a spokeswoman.

Santa Fe is concentrating on balancing equipment, moving locomotives that had been detoured back to

their normal areas and repositioning empty intermodal equipment back to the West Coast for originating eastbound traffic.

Delays in transit time that were as long as two weeks at the height of the flooding in July have been reduced to one or two days, or completely eliminated, Burlington Northern said.

BN re-established a daily intermodal train Monday between Denver and Chicago with a guaranteed transit time of 26 hours, 55 minutes, an improvement of 48 hours from two weeks ago. The railroad said reopening of track at Ottumwa and Burlington, Iowa, and Oregopolis and Waverly, Neb., allowed the improved scheduling.

BN crews still are working to repair and rebuild track and switches in an effort to open the main line between Kansas City and Lincoln, Neb., by the end of the week. That will cut at least two days' transit time from reroutes in that area.

BN coal service has been particularly hard hit, as loaded trains couldn't get through to customers and empty cars couldn't be recycled back to mines for loading. In the week ended July 31, BN coal loadings fell 30% from the same week last year.

BC Rail Fails to Convince Its Unions That Sweetened Offer Isn't a Bitter Pill

Journal of Commerce Staff

Striking workers Tuesday rejected British Columbia Railway Ltd.'s latest sweetened contract offer, a deal the railroad contends will be their last.

said it is under a government mandate to limit pay increases to 2% a year over the next 2 1/2 years. The seven unions negotiating with BC Rail are seeking 2.05%, as well as a

BC Rail is a hybrid company in that it is publicly owned but competes in the private sector. Mr. Wall said its workers already earn on average about 20% more than work

UPS Contract Bulletin

UPS Committee of Teamsters for a Democratic Union, P.O. Box 10128, Detroit, Mich. 48210 (313) 842-2600 • Aug. 13, 1993 #7

SAY WHAT?!

WANTED: SENIORITY EMPLOYEES — \$40,000 BOUNTY. That's right. UPS is putting a bounty on our heads. Management reportedly continues to pile on the takeaway demands. Their latest demands would put a price on the head of every senior employee, and assure that part-timers stay stuck in dead-end, low-paid jobs forever.

Does management expect to win these huge takeaways? Not really. But they keep dangling the baloney, hoping to sucker us into accepting a contract with no real improvements. As negotiations drag on, we are going to have to make clear where we stand. This week UPS added to its list of takeaway demands:

- **Part-Timers.** They have put out a demand to lower the wages of part-timers to \$7 and \$8, for all new hires, and they would never get a raise!
- **Full-Timers.** They have put out a demand to lower the wages of full-timers who are hired from now on, to 60% of the July 31, 1990 wage rate! And, it would take three years to get up to union scale.

Both demands put a bounty on all our heads. For each of us they could get rid of, they'd save over \$40,000 over three years. Add in UPS's demands for driver helpers and subcontracting 3-Day Select feeder work, and you have Delivering Their Future: fewer full-time jobs at union scale, more profits for management.

A Fishhook in the Baloney

But that's not all. They continue to float "ideas" that they want to take over all our Teamster H&W and pension funds.

NO BALONEY!

We need real improvements in our contract:

- **More Full-Time Jobs at Union Scale, Especially in Air**
- **Innocent Till Proven Guilty, and Tools to Stop Production Harassment**
- **Fair Wage Increases and a Decent Cost-of-Living Clause**
- **Pension Improvements, Such as 25-and-Out at \$2000**
- **H&W Improvements and Maintenance of Benefits**
- **And No More Concessions!**

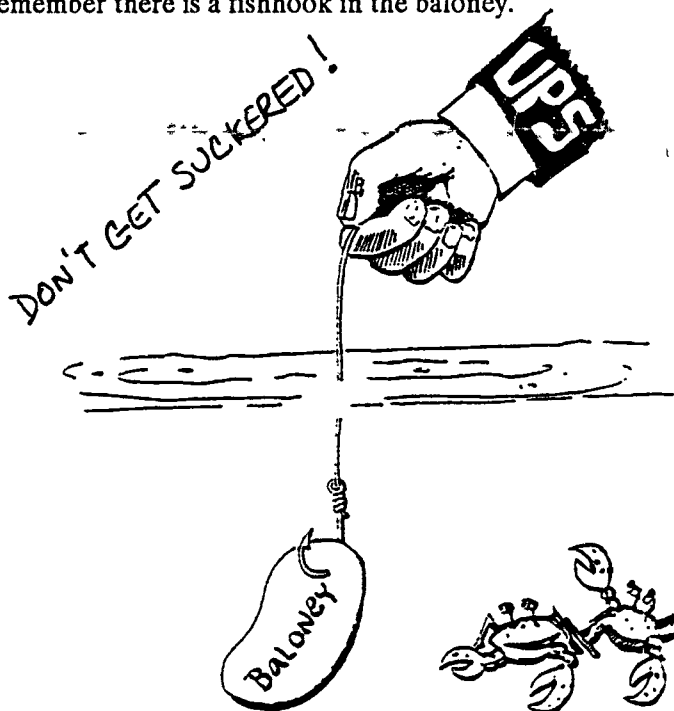
Let's Unify and Win!

- **Attend union and TDU meetings to build unity.**
- **Do it to them before they do it to you!** Lit distribution, parking lot meetings, T-shirt days—keep those ideas coming and the pressure on.
- **Give our union strike authorization, if asked.** We need to show our seriousness and build our clout.
- **Be ready to strike, if necessary.** We want progress through negotiations. But it's almost September and UPS is still insulting us. Save your money. Be unified. We will win.

Please Copy & Distribute

UPS would unilaterally control them.

We are going to hear that we should trust them, they will look out for us. That kind of paternalism we do not need. That's why we have a union. So when we hear they will give us a 25-and-out pension plan and better health benefits, remember there is a fishhook in the baloney.



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TEAMSTERS UPS CONTRACT UPDATE

NO. 14 AUGUST 25, 1993

SPECIAL EDITION FOR UPS MEMBERSHIP MEETINGS

IT'S TIME TO SEND UPS A MESSAGE

CAN THEY SPARE IT?

A 35 cents an hour offer from one of America's richest companies . . . if we give up our job security

In the last bargaining session, the company offered every UPS Teamster a 35¢ raise in wages for each of the next six years.

"This offer is an insult to the hard-working people whose brains and backs built this company," said Teamster President Ron Carey. "This offer clearly shows what we've been up against in these negotiations."

"We're realistic—we don't expect the moon. But at least we expect fairness and a decent economic offer from this company that we've helped build into one of America's richest," Carey continued.

This is a company that can afford a substantial increase in wages and benefits for its employees:

UPS makes profits at three times the rate of its major competitors.

UPS expects their revenue to grow from \$16.5 billion in 1992 to \$40 billion by the year 2000.

UPS paid stockholders \$293 million in dividends last year.

continued on back page

After more than 64 national negotiating sessions, UPS has made an insulting offer to the thousands of UPS Teamsters who've made this company rich.

"It's time for Teamsters across this country to tell UPS that their offer stinks," said Vice President Mario Perrucci, Co-Chair of the National Negotiating Committee. "We need to send UPS a strong message that it's time to bargain seriously about our issues."

Teamster members demand a good contract

Tens of thousands of UPS Teamsters are gathering at union halls in the next few days to conduct strike authorization votes.

This vote does not necessarily mean that there will be a strike. But it does give our negotiating team a strong weapon to take back to bargaining, to tell UPS it's time to get serious.

UPS Offer: Trade job security for pennies

On Wednesday, August 25, UPS made a major economic proposal to union negotiators.

Here are some of its principal points:

- ❑ 35¢ an hour wage increases for full-time and part-time UPS employees.
- ❑ A six-year contract locking UPS workers into an agreement until 1999.
- ❑ Insignificant contributions to health and welfare and pension plans in each contract year that would cause reductions in current benefit levels.
- ❑ Increased use of part-timers with fewer contract protections.
- ❑ More management rights to subcontract Teamster work.

continued on back page

SPECIAL EDITION FOR UPS MEMBERSHIP MEETINGS

SECURITY FOR PENNIES

continued from front page

- Lowering the starting wage of part-timers from \$8 to \$7 an hour.
- New part-timers will not receive health and welfare coverage for their spouse or dependents.
- Longer wage progression for full-timers, from a two to a three year progression.
- A tuition reimbursement plan for new part-timers that provides less benefits than several current company plans.

PROGRESS NEEDED ON IMPORTANT ISSUES

After hearing the company's economic proposal, it is clear that UPS does not want to address some of the most important issues affecting UPS Teamsters and their families:

A significant increase in wages and benefit contributions—their offers in this area are pitiful.

Defending our job security and creating new job opportunities.

"Innocent until proven guilty" protection against unilateral company disciplinary measures.

An end to the system in which package car drivers serve as an insurance company for UPS.

Progress in supplemental negotiations across the country.

"Our members need to send a strong, united message to UPS that we want action on these important issues," said General President Ron Carey. "Our unity tells UPS some important changes must be made in our contract."

CAN THEY SPARE IT? *continued from front page*

- The company significantly increased prices in February, creating a revenue pool of several hundred million new dollars in the coming year.

UPS: "This is a serious offer"

Company negotiators told the Teamster bargaining team that "This is a serious offer."

With their insulting wage offer, and their many proposals to subcontract union work and take away job security, it appears that UPS is itching for a fight.

If we stand together and send UPS a strong, united message, the company will know it has to address our issues and get more "serious" about the offers it puts on the table.

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"DEDICATED— THOUGH STRESSED AND HARASSED—TEAMSTERS"

Teamster members at UPS are writing the union to support the contract campaign. Here is an excerpt from a letter from Tim Olschewsky, a package car driver from Local Union 110, Johnstown, Pennsylvania.

Many people see UPS as a good place to work. It is—to an extent. We Teamster employees make UPS the success that it is. . . Why can't we be respected instead of degraded? "Why doesn't management realize we drivers do not have an (S) on our chests and capes on our backs? We are *not* supermen. Why can't I get home at a decent hour and spend time with my family?" "I can honestly say that UPS is the best at what it does. No other carrier out there comes anywhere near UPS. UPS is what it is because we are who we are: dedicated—though stressed and harassed—Teamsters!"

COMPANY SPREADS MEDIA STORIES TO DIVIDE US

In many centers, UPS management is spreading a highly inaccurate and management-oriented "Traffic World" story about UPS/Teamster negotiations. It is another clear attempt by top UPS management to divide us and destroy the unity we have built throughout our contract campaign.

The main claim in the story is that management will force us to accept a national UPS-controlled pension plan in exchange for what the article calls a "healthy increase" in wages and other benefits. Nothing could be further from the truth.

One of our main goals in negotiations is to improve pensions for all UPS Teamsters. Putting our members in a company-controlled pension plan would not do that.

The article also claims that Teamsters would be happy if they just get a big signing bonus. Teamsters members at UPS have made it very clear that they want increases in base wages that build for their future.

TEAMSTERS UPS **CONTRACT UPDATE**

NO. 13 AUGUST 16, 1993

KEEP YOUR EYES ON THE PRIZE

Top management is trying to distract us from the real issues in contract negotiations.

For five months, we've been waiting for real progress on subjects like...

Job security and job opportunity, including protections against subcontracting.

Reform of the grievance procedure, including an "innocent until proven guilty" system.

Increases in wages and benefit contributions.

But instead of talking seriously about those issues, UPS is trying to change the subject.

They've put forward diversionary proposals or concepts on health and welfare, subcontracting, pensions, and wages that would actually take away rights and benefits we have now.

They've leaked stories to the news media that falsely describe what's going on in the negotiations and that try to cast doubts about Teamster negotiators.

Top management is hoping that Teamster members at UPS can be distracted and divided, but it won't happen.

"We're going to keep our eyes on the prize until we win a decent contract," said General President Ron Carey. "That's the message that the membership must continue to send to the company."

MANAGEMENT PUTS INSULTING ECONOMIC PROPOSALS ON TABLE

Instead of improvements, they propose givebacks!

On August 12—after more than 50 negotiating sessions—UPS finally put its first economic proposals and concepts on the table.

Top management actually had the nerve to suggest givebacks on health and welfare, subcontracting, pensions, and wages.

This is from a company that makes profits at three times the rate of its major competitors, and that expects revenue to grow from \$16.5 billion in 1992 to \$40 billion by the end of the decade.

Here's some of the "highlights" of the company's opening proposals or concepts:

■ **A new health plan that would be inferior to what members enjoy now** whether they are under Teamster plans or the UPS plans.

Members would lose benefits, while the company would pocket about \$150 million in savings over the next three years.

■ **Lowering the starting wage rate for part-timers** from \$8 to \$7 per hour.

■ **A tuition reimbursement plan that only applies to new hire part-timers** and that provides as little as \$800 per year.

■ **A giveback of 22 percent in the wage progression for full-timers**, with a change from a two-year progression to three years.

The company also proposed to **broaden management's right to subcontract Teamster work.**

"Management knows that Teamster members are not going to accept these proposals and concepts, so why put them on the table?" asked Vice President Mario Perrucci, who is co-chair of the National Negotiating Committee. "These negotiations are not about givebacks—they're about improvements for our members. It's time for UPS to get serious."

AUG 20 1993
TEAMSTER LOCAL 344

TEAMSTERS WANT IMPROVED PENSIONS AND HEALTH BENEFITS

UPS WANTS TO TAKE AWAY YOUR SECURITY

Teamsters at UPS have asked top management to improve pensions and health and welfare benefits for both full-time and part-time workers.

- That means increasing the contribution from UPS to the Teamster plans that provide benefits now.
- It also means providing part-time workers with pensions under the Teamster plans that cover full-time workers, instead of the company-controlled plan they're under now.
- While making these improvements, the Teamster proposal would preserve the security of every UPS member's benefits.

But the concepts management has put forward don't address these concerns.

Management wants a new, inferior health and welfare plan that would reduce members' benefits while putting millions of dollars per year in the company's pockets.

It also wants to save millions more by taking away the security of the pension benefits we have now!

In a nutshell, here are the concepts management is putting forward on pensions:

- 1** UPS would make one last payment required by law into Teamster pension plans and then never pay into those plans again.
- 2** Those plans would be expected to keep paying the benefits that UPS workers have already earned.
- 3** UPS would promise to pay only a supplement to add to those benefits.
- 4** UPS would have total control over the new fund.
- 5** Despite promises made now, management could later change the new pension rules, cut back benefits, or terminate the pension plan entirely.
- 6** They would promise a benefit—but not be bound to put in a set amount of money to insure that the benefit could actually be paid.
- 7** Even if they lived up to the initial promise, they would have total control over whether they ever raise benefits in the future.

THE FACTS ABOUT MANAGEMENT'S PENSION CONCEPTS

Teamsters at UPS can look at the past record in order to evaluate management's pension concepts.

- **UPS management has already shown how it will manipulate a company-controlled, single employer pension plan.** Look at the existing pension plan for part-timers.

Although hundreds of thousands of part-timers have worked for UPS, fewer than 79 nationwide were collecting pension benefits as of December 31, 1991.

In 1991, only 14 workers retired from the UPS Pension Benefit Plan. Their pensions average only \$325 per month.

- **When other huge corporations have fallen on hard times, workers with single employer pension plans have lost out.** In 1991 alone, more than 30,000 companies terminated their single employer pension plans.

Some companies with single employer pension plans where employees have lost benefits include Eastern Airlines, Kaiser Steel, and Western Union.

- **When Teamster pension plans have extra money because of investments or lower-than-expected expenses, the money can be used for better benefits and greater security for the members. Under UPS's concepts, that money would go to the company.**

For example, the company might decide that it just won't make contributions to the plan for a particular year. Many companies, such as General Motors and AT&T, have done that in the past.

Other companies, like Lucky Stores and Peoples Drug, have actually taken extra money out of the single employer pension plan and put it in the corporate treasury.

- **The federal government requires single employer plans to pay more for insurance** because experience proves that they have more chance of going out of business than multi-employer plans like the Teamster pension funds.

A single employer plan isn't something you can "try" to see how it works. If UPS set it up and stopped contributing to our existing benefits through the Teamster plans, there would be no turning back later.

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TEAMSTERS UPS **CONTRACT UPDATE**

NO. 14 AUGUST 25, 1993

SPECIAL EDITION FOR UPS MEMBERSHIP MEETINGS

IT'S TIME TO SEND UPS A MESSAGE

CAN THEY SPARE IT?

A 35 cents an hour offer from one of America's richest companies . . . if we give up our job security

In the last bargaining session, the company offered every UPS Teamster a 35¢ raise in wages for each of the next six years.

"This offer is an insult to the hard-working people whose brains and backs built this company," said Teamster President Ron Carey. "This offer clearly shows what we've been up against in these negotiations."

"We're realistic—we don't expect the moon. But at least we expect fairness and a decent economic offer from this company that we've helped build into one of America's richest," Carey continued.

This is a company that can afford a substantial increase in wages and benefits for its employees:

■ UPS makes profits at three times the rate of its major competitors.

■ UPS expects their revenue to grow from \$16.5 billion in 1992 to \$40 billion by the year 2000.

■ UPS paid stockholders \$293 million in dividends last year.

continued on back page

After more than 64 national negotiating sessions, UPS has made an insulting offer to the thousands of UPS Teamsters who've made this company rich.

"It's time for Teamsters across this country to tell UPS that their offer stinks," said Vice President Mario Perrucci, Co-Chair of the National Negotiating Committee. "We need to send UPS a strong message that it's time to bargain seriously about our issues."

Teamster members demand a good contract

Tens of thousands of UPS Teamsters are gathering at union halls in the next few days to conduct strike authorization votes.

This vote does not necessarily mean that there will be a strike. But it does give our negotiating team a strong weapon to take back to bargaining, to tell UPS it's time to get serious.

UPS Offer: Trade job security for pennies

On Wednesday, August 25, UPS made a major economic proposal to union negotiators.

Here are some of its principal points:

- 35¢ an hour wage increases for full-time and part-time UPS employees.
- A six-year contract locking UPS workers into an agreement until 1999.
- Insignificant contributions to health and welfare and pension plans in each contract year that would cause reductions in current benefit levels.
- Increased use of part-timers with fewer contract protections.
- More management rights to subcontract Teamster work.

continued on back page

SPECIAL EDITION FOR UPS MEMBERSHIP MEETINGS

SECURITY FOR PENNIES

continued from front page

- Lowering the starting wage of part-timers from \$8 to \$7 an hour.
- New part-timers will not receive health and welfare coverage for their spouse or dependents.
- Longer wage progression for full-timers, from a two to a three year progression.
- A tuition reimbursement plan for new part-timers that provides less benefits than several current company plans.

PROGRESS NEEDED ON IMPORTANT ISSUES

After hearing the company's economic proposal, it is clear that UPS does not want to address some of the most important issues affecting UPS Teamsters and their families:

- A significant increase in wages and benefit contributions—their offers in this area are pitiful.
- Defending our job security and creating new job opportunities.
- "Innocent until proven guilty" protection against unilateral company disciplinary measures.
- An end to the system in which package car drivers serve as an insurance company for UPS.
- Progress in supplemental negotiations across the country.

"Our members need to send a strong, united message to UPS that we want action on these important issues," said General President Ron Carey. "Our unity tells UPS some important changes must be made in our contract."

CAN THEY SPARE IT? *continued from front page*

- The company significantly increased prices in February, creating a revenue pool of several hundred million new dollars in the coming year.

UPS: "This is a serious offer"

Company negotiators told the Teamster bargaining team that "This is a serious offer."

With their insulting wage offer, and their many proposals to subcontract union work and take away job security, it appears that UPS is itching for a fight.

If we stand together and send UPS a strong, united message, the company will know it has to address our issues and get more "serious" about the offers it puts on the table.

TEAMSTERS UPS **CONTRACT UPDATE**

NO. 15 SEPTEMBER 13, 1993

MEMBERS VOTE FOR STRIKE AUTHORIZATION BY 94 PERCENT

Teamsters at UPS voted by 94 percent to authorize a strike, if necessary, to win a fair contract.

In secret ballot elections held in union halls and workplaces across the country, 69,902 Teamsters voted to give the union strike authorization, while only 4,549 voted against.

The vote authorized the union's national negotiating committee "to take all action needed to win a fair contract, up to and including strike action, if necessary," as stated on the ballot.

Sending a Message to UPS

"This vote does not necessarily mean that there will be a strike," said International Vice President Mario Perrucci, who is also Co-Chair of the National Negotiating Committee. "This vote gives our negotiating team a strong message from our members and a strong weapon to take back to the table."

Union negotiators decided to hold the vote after UPS made an insulting economic offer on August 25.

The UPS economic package included a 35 cents-an-hour wage increase per year, a six-year agreement locking UPS workers into a contract until 1999, insignificant contributions to Teamster health, welfare, and pension plans that would cause reductions in current benefit levels, and more management rights to subcontract Teamster work.

"The UPS offer was an insult to the hard-working people whose brains and backs built this company," said Teamsters General President Ron Carey. "This offer clearly shows what we've been up against in these negotiations. Now is the time for UPS to get serious in bargaining on our issues."

NEGOTIATIONS RESUME

With a clear mandate from the union membership to keep pushing for a good contract, Teamster negotiators resumed talks with UPS on September 7.

"Negotiations this week were tough but we will not accept a bad contract," said Vice President Mario Perrucci. "We are keeping the pressure on."

UPS continues to propose contract language that would allow subcontracting of Teamster work at the company's discretion.

"This week we made some progress in this area but we still have a way to go," Perrucci said.

"None of this progress would have been made without our strong strike authorization vote," Perrucci added. "A strike is still our last resort but now UPS knows it is available because our members have spoken."

The union is also expecting another economic offer from UPS soon.

"We are keeping the pressure on the company to present us with a fair and decent economic offer," Perrucci said. "We won't accept a contract without that important ingredient."

Supplemental negotiations resume the week of September 13 in areas around the country.

MEMBERS WANT PROGRESS ON KEY ISSUES

There are still several important issues that UPS has not adequately addressed in these negotiations:

- ☐ A significant increase in wages and benefit contributions.
- ☐ Job security and new job opportunities.
- ☐ The right to be considered "innocent until proven guilty" in disciplinary hearings.
- ☐ An end to the system in which package car delivery drivers are docked pay for lost or damaged packages.
- ☐ Progress in supplemental negotiations across the country.

"CONDITIONS NEED TO BE GREATLY IMPROVED"

The following is a letter from Margaret Donnelly, the wife of Keith Donnelly, a Local 804 member.

"I am the wife of a UPS package car driver. I do not consider asking for respect from one's employer 'boo-hooing'. It is also my belief that asking for improved working conditions does not translate to possessing an attitude of ungratefulness for one's work.

"Both my husband and myself are quite well aware that there is a great deal of unemployment in our country, but that does not alter the fact that the conditions my husband and others work in need to be greatly improved.

"My husband takes pride in the job he does, and sees to it that he provides the best service he can to those he deals with. Belittling the legitimate complaints of the men and women who, in essence, are the heart and soul of UPS is both insulting and ignorant. There are many members who face dangers every day within their centers and routes, only to return, exhausted, to harassment and unsafe conditions."

Teamsters at NYC Labor Day parade marched with a banner that said "Fisher/UPS—Teamsters United to Win." Seventy-seven Teamsters at the Fisher Scientific warehouse in New Jersey are leading a national boycott of their company's products, after the company locked them out for refusing in negotiations to accept deep cuts in their health insurance coverage.



TEAMSTERS UPS **CONTRACT UPDATE**

NO. 17 OCTOBER 1, 1993

MAJOR GAINS FOR TODAY, SECURITY FOR TOMORROW

Tentative Agreement Makes Important Progress on Key Issues

The Teamsters National Negotiating Committee has unanimously endorsed a tentative four-year national contract agreement with United Parcel Service (UPS) that makes major progress on the key issues identified in the membership survey at the start of negotiations.

The settlement came after the members voted by 94 percent to authorize strike action, if necessary.

If ratified by the membership, the agreement will...

■ **Create hundreds of new Teamster jobs and protect the job security of current workers.** New services such as Three-Day Select will be carried out using UPS Teamster drivers instead of nonunion subcontractors and rail. In very unusual cases the company could ask to use non-UPS, Teamster freight drivers instead, but it would have to get prior approval from the union.

■ **Reform the grievance procedure**, including a provision that members will be considered "innocent until proven guilty" in disciplinary cases, except those involving "cardinal sins" as defined in each contract supplement.

This is believed to be the first national contract with an "innocent until proven guilty" clause negotiated by any labor union in the United States.

■ **Increase full-time job opportunities** for part-time workers.

■ **Limit harassment** of employees by supervisors.

■ **Limit members' liability** in loss or damage incidents.

■ **Provide financial penalties from the company to Teamster members** if supervisors do Teamster work.

■ **Strengthen union health and safety rights.**

■ **Expand stewards' right to represent members on the job.**

■ **Provide increases of at least \$1 per hour per year in wages and contributions** to the Teamster benefit funds which provide pensions and health care coverage.

Wage increases apply equally to all full-time and part-time workers. Increases are 60 cents in wages and 40 cents in benefit contributions for the first year, 55 cents in

wages and 45 cents in benefits in both the second year and the third year, and 55 and 50 cents in the fourth year.

The increased benefit fund contributions will make it possible to maintain the high quality of health care benefits now provided, at a time when many health plans around the country are severely cutting benefits because of skyrocketing costs.

The new contributions also will enable most Teamster plans to establish 25-and-Out pension benefits.

"This agreement doesn't correct all the problems of the past, but it makes major progress in most key areas," said Teamsters General President Ron Carey.

"It takes a huge step forward in pensions and maintains high quality health benefits. It keeps Teamster jobs and wages from being undercut through subcontracting at nonunion wages. It reforms the grievance procedure in unprecedented ways. It improves part-timers' access to full-time jobs. And we did these things while getting a substantial wage increase for both full-timers and part-timers."

"This is the first national UPS contract in many years that moves forward instead of backward," added International Vice President Mario Perrucci, who heads the IBT Parcel Division.

"In the past, wage increases were traded for new concessions. In this agreement, we got a larger monetary package than in the past, *plus* job security, job opportunity, protection from unfair treatment, and the best benefit package ever."

Further details on the tentative agreement will be sent to every UPS member's home along with the ratification ballot once agreement is reached on all supplements.

MEMBERS WILL VOTE AFTER RECEIVING DETAILS

The final word on the proposed national contract belongs to the Teamster membership at UPS.

Voting will be by secret, mail ballot. Ballots will be mailed approximately Oct. 15. Ballots must be received back by the International Union by Nov. 5.

IMPROVEMENTS MADE IN NEARLY EVERY PART OF THE CONTRACT

The following are a few of the more than a hundred improvements negotiated in nearly every article of the tentative national contract.

Job Security/Job Opportunity

- AI** ■ The new Three-Day Select Service will now be carried out by Teamster workers, instead of using rail for part of the shipping.
- AI** ■ A new classification of premium service driver will be created. These are new jobs providing a new service—and are guaranteed by the contract not to affect the jobs of UPS feeder drivers.
- F** ■ Feeder drivers will have the first chance to bid on the premium service driver jobs.
- F** ■ Premium service drivers will be paid mileage that is based on the National Master Freight Agreement, and that will be increased as feeder drivers receive pay increases.
- F** ■ Trips by these premium service drivers will be more than 225 miles. They will be guaranteed 40 hours work per week.
- F** ■ This work will be done by Teamsters who are UPS employees. If in a particular isolated case management believes the work cannot be done by UPS Teamsters, it must get prior permission from the International Union to contract with a freight carrier. The freight carrier would be a union carrier at National Master Freight Agreement standards.

Wages

- AI** ■ Wages will increase an average of 14.4 percent over the four-year contract. That's an average of 3.6 percent per year—more than virtually any other major union contract negotiated in the U.S. this year.
- PT** ■ Since part-timers get the same wage increase as full-timers, the average wage increase for part-timers is 5.6 percent per year.
- AI** ■ Increases are added to the wage rate instead of the practice in the past of putting some of the money into a one-time bonus. For example, once workers get the 60 cent increase for the first year, that 60 cents becomes the base wage that their future increases are added to.
- Bad** ■ The new agreement contains a Cost-of-Living Allowance (COLA) that could provide additional payments to each worker if the inflation rate starts to rise rapidly again in the last few years of the contract.
- PT** ■ Part-timers hired after August 1, 1990, will no longer be frozen at \$10 per hour, and will now receive general wage increases.

Health Benefits

- F** **PC** ■ The contributions negotiated for the benefit plans that provide pensions and health coverage are the largest in UPS history. They are 40 cents in the first year, 45 cents in each of the next two years, and 50 cents in the final year. By comparison, the contributions under the old contract were only 35 cents per year.
- F** **PC** ■ Taking the Central States fund as an example, benefit contributions per hour will increase by 35.5 percent over the life of the contract.

- PC** **F** ■ Those contributions are enough to allow plans to maintain the high quality of health coverage that members now receive.

25-and-Out Pensions

- PC** **F** ■ The new contributions are also enough to allow nearly all benefit plans to provide 25-and-Out pensions.
(The International Union does not administer the benefit plans. The Teamsters National Negotiating Committee negotiates contributions to the plans. The trustees for each plan establish the benefit levels for that plan. The major plans were consulted ahead of time to determine how much money they would need, and that amount was met.)
- PC** **F** ■ Pension contributions for 650 members in the Central Conference that were not paid by UPS in the 1970s will now be paid by the company.

Grievance Reform

- AI** ■ A worker who is discharged or suspended will be considered "innocent until proven guilty," except in cases involving "cardinal sins" as defined in each contract supplement. This means that the worker will stay on the job with normal pay and benefits while the case is resolved, instead of being out on the street while the grievance is processed.
- AI** ■ The National Grievance Committee will have the right to review lower panel decisions that violate the national contract. In case of a deadlock, the case will go to arbitration.

Limits on Harassment

- AI** ■ The new agreement provides that the company "shall not in any way intimidate, harass, coerce, or overly supervise any employee."
- AI** ■ The agreement also provides that "the Employer will treat employees with dignity and respect at all times, which shall include, but not be limited to, giving due consideration to the age and physical condition of the employee."

The provision on age and physical condition is believed to be the first negotiated by a major labor union in a national contract.

- PC** **F** ■ When a driver has submitted a grievance about an excessive number of rides, no member of management shall ride with the driver until the local level grievance hearing is concluded within 5 to 10 days.

- PC** ■ No driver will be scheduled for more than one day's ride per year with more than one member of management in the car. That ride cannot be used for disciplinary purposes.

- AI** ■ A worker cannot be disciplined on the basis of having made any agreement or signed any form about a "fair day's work."

- AI** ■ Any other extra-contract agreements may not be placed in an employee's files, or used by the company for discipline.

- AI** ■ The company cannot make, or try to make, individuals or groups of employees sign any document that in any way conflicts with the contract.

Part-Timers' Rights

- PT** ■ Four full-time openings will be filled by current part-timers for

every opening filled from outside. In the old contract it's only three for one.

■ Part-timers will be able to bid on better jobs on any shift in their building. Under the old contract, they could only bid on jobs on different shifts.

■ At least 500 new full-time jobs will be created from the air agreement and other part-time classifications. This reverses the trend of past contracts which created more part-time jobs instead of full-time work.

Members' Right to Representation by Their Steward

■ Teamster stewards will have the right to leave their work area for a reasonable amount of time to investigate, present, or process grievances, or represent another worker about grievances and discipline.

While the steward cannot interrupt operations in doing so, the company must make a reasonable effort to make arrangements so the steward's activities don't interrupt operations. Management is prohibited from using "interruption of operation" as an excuse to deny stewards access to members.

■ Workers have the right to have a steward present at grievance, disciplinary, or investigatory interviews with management.

■ Stewards will be paid for work-time meetings, and can also be paid for non-work-time meetings by mutual agreement.

Loss or Damage

■ Drivers cannot be charged with loss or damage unless the company can show that there was no justification for the driver's actions and that there were no mitigating circumstances.

■ Drivers cannot be charged for driver release packages worth less than \$100.

■ Drivers can't be both disciplined and required to reimburse the company for lost or damaged packages, except that a driver could be given a warning in addition to being responsible for reimbursement for a third loss in a 12-month period.

■ The limit on loss or damage is the value of the package, the insured value, or the actual amount the company paid to the customer—*whichever is least*. Reimbursement schedules must be reasonable.

Verification

■ Management must sign either that it has verified and deposited the driver's money, or that it chose not to and therefore has no right to question the totals or records later.

■ Drivers are no longer liable for accepting a bad check that any reasonable person would have accepted.

Family Leave

■ Part-time workers with 3 years seniority will have a right to maternity/paternity leave of up to 6 weeks. This provides a benefit not covered by the Family and Medical Leave Act recently passed by Congress.

Air Operation

■ Opportunities for full-time jobs are expanded by increasing the part-time classifications (such as package handling and package center operational clerk) that may be combined into full-time jobs. The union's right to monitor less-than-8-hour combination work is improved.

■ The grievance procedure is made more timely by removing a step that added three months to the process.

■ Full-time air drivers who didn't have a consecutive 5-day work week under the old contract will now have one.

■ Air drivers will now make their regular pay rate, not \$10 per hour, on Saturdays.

■ Seniority air part-timers will receive the contract wage increase or their progression rate, whichever is greater. (In the past, they only received the progression rate.)

■ Seniority full-timers with two years seniority will have the general wage increases added to the air progression rate. For example, a full-timer who slots into the air driver's progression on August 1, 1993 to July 31, 1994, will receive \$15 per hour by the last year of the contract.

■ Inclement weather gear will be provided for all ramp employees.

Penalties for Supervisors Working

■ In addition to other protections already in the contract, supervisors shall not perform Teamster work in preparing work areas, and shall not send any Teamster home and then have that work done by a supervisor.

■ If it is proven at any step of the grievance procedure that a supervisor was doing Teamster work, the member who filed the grievance will receive payment for the actual amount of hours the supervisor worked, if it's less than 2 hours.

If the supervisor worked more than 2 hours, the grievant will be paid 4 hours, or the actual amount worked, whichever is greater.

■ These new penalties are in addition to any others the company may be liable for.

Health and Safety

■ Requirements for hazardous materials training, including the training required under the agreement between UPS and the Occupational Safety and Health Administration (OSHA), are made part of the contract.

■ The union's ability to pursue grievances over health and safety is strengthened. The National UPS/IBT Safety and Health Committee will hear safety and health grievances.

■ Management not qualified to remove a red tag from defective equipment will be required to consult with qualified automotive/maintenance personnel.

■ The agreement spells out more clearly that refusing to operate unsafe equipment will not be cause for disciplinary action.

■ New tractors will have vertical tailpipes to reduce driver exposure to exhaust. Package car exhaust systems, when replaced, will exit to the side of the vehicle.

■ New package cars will be vented.

■ Many other specific health and safety problems will be corrected. They will be detailed in the materials sent to each member for ratification.

Union Democracy

■ Teamster members elected or appointed to union office will now have the right to an unpaid leave of absence. This stops the company from choosing which union officials to take back when their terms of office are completed.

How We Won UNITY AND THE THREAT OF STRONG ACTION BROUGHT VICTORY

Unity, membership involvement, and the threat of a strike or other strong, creative tactics were the keys to winning the new UPS contract.

Some of the ways that UPS got the message that we would fight for a good contract included the following:

- More than 54,000 members filled out surveys, spelling out their bargaining priorities.
- Weekly *Contract Update* bulletins and a series of feature articles in the International Union magazine kept members informed about the negotiations.
- The International Union conducted thorough research on the company's finances and business plans, providing facts and

analysis both for the Teamsters negotiators and the membership.

- Many locals held meetings for members at the job site once a week to provide information and answer questions.

- General President Carey and Vice President

Perrucci held a national news conference in Atlanta in June to release an independent medical study showing that UPS drivers face some of the most dangerous job stress levels in the nation.

The study was covered on more than 250 radio and TV stations throughout the nation.

- The International Union was prepared to adopt creative "corporate campaign" tactics if needed to win a settlement.

UPS top management sent a "Supervisor's Guide to Corporate Campaigns" to all managers to warn them about the Teamsters' new strategies used in other recent negotiations.

- Leaders of the UPS pilots' union and unions which represent UPS workers in Europe gave their support.
- The AFL-CIO arranged \$50 million in low-interest loans if needed by our union in case of a strike.
- Members voted by 94 percent to authorize a strike, if necessary, to win a fair contract.
- Teamster negotiators informed management on Sept. 23 that the contract extension would end at midnight on Sept. 29 if there was no settlement.

The company became extremely concerned as customers began to make plans to switch to other carriers. The pace of negotiations quickened, as management began to bargain more seriously.

General President Carey and Vice President Perrucci thanked the National Negotiating Committee for its long hours of hard work, as well as the local union officers and stewards who helped keep their members informed throughout the negotiations.

"This was a team effort," Carey said. "That's what it takes to win."

GET THE REAL FACTS

Before you vote on the proposed contract, please carefully read the summary and the actual contract language changes that you will be provided with your ballot.

Management officials and some in the news media have been giving out false information about the agreement.

WHAT THE COMPANY WANTED—AND DIDN'T GET— IN THESE NEGOTIATIONS

In these negotiations, the company strongly opposed nearly all of the gains that the union eventually won. But in addition, management had its own goals that it did not achieve.

Before the membership voted by 94 percent to authorize a strike, the company was proposing...

- The right to subcontract Three-Day Select and other new premium services without union approval to nonunion carriers.
- A lower \$7 an hour wage and no health coverage for family members of new part-timers.
- Expanded management right to use part-time drivers.
- A new category of year-round helpers for package car drivers that would have spread the part-time concept to that part of the operation.
- Raises of only 35 cents for six years.
- A 3-year wage progression for full-timers starting at 60 percent.
- Elimination of the right to strike even when the company violated the contract, as well as the right to respect picket lines.
- Inadequate contributions to health and welfare and pension plans that would not have been enough to maintain health benefits and provide a 25-and-Out pension.

Total company control over all members' pensions. Top management could later change the pension rules, cut back benefits, or terminate the pension plan entirely.



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